

Badger Region Whistleblower Policy (Rev May 2023)

For Employees

Per the United States Department of Labor, an employer cannot retaliate against an employee for exercising their rights under the Department of Labor's whistleblower protection laws. Retaliation includes such actions as firing or laying off, demoting, denying overtime or promotion, or reducing pay or hours.

The Badger Region Open Door Policy is outlined in the Employee Handbook, and BRVA employees are encouraged to bring forth any complaints or issues to the Executive Director. If questions or problems involve the Executive Director, employees may contact the President of the Board of Directors. BRVA takes all concerns and problems brought to its attention seriously, and will work to resolve the issue or problem as soon as possible under the circumstances.

Intentionally filing a false, misleading, or malicious report is not tolerated.

For BRVA Clubs, Players, Parents

Badger Region clubs operate as independent businesses and are classified in many different ways, including as for-profit and nonprofit entities. The Federal Whistleblower law offers protection to employees of these clubs, and matters within a club should be handled by that business entity. Badger Region does not get involved in financial or policy disputes for clubs.

For Region-policy ethics violations, BRVA has a complaint form available for public use on our website. Filing a complaint activates the Ethics and Eligibility Policy.

Badger Region has the power to sanction individual members for code of conduct violations but may not be able to guarantee full protections for whistleblowers, because BRVA cannot make decisions on behalf of individual clubs to retain employees or contractors. Employees, contractors, or other individuals associated with clubs should contact the appropriate state agency to determine what protections are available to them.

Parents and players who have complaints with individual clubs are encouraged to bring those complaints to their club directors first. Individuals may also utilize the complaint form on BRVA's website referenced above. Badger Region does not get involved in financial or policy disputes for clubs.

All members are subject to provisions in the various administrative documents within USA Volleyball, including the USA Volleyball Code of Conduct. Event attendees are subject to the USA Volleyball / Badger Region Spectator Code of Conduct.