

## **Whistleblower Policy**

(updated March 2026 to reflect change in title of chief executive)

Columbia Premier Soccer Club encourages its employees to report improper activities in the workplace and will protect employees from retaliation for making any such report in good faith.

### **1. Employee Rights**

Employees have the right to report, without suffering retaliation, any activity by Columbia Premier Soccer Club or any of our employees that the employee reasonably believes: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; or 3) violates fiduciary responsibilities by a Columbia Premier Soccer Club corporation. In addition, employees can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

Employees are also protected from retaliation for having exercised any of these rights in any former employment.

The whistleblower protection laws do not entitle employees to violate a confidential privilege of Columbia Premier Soccer Club (such as the attorney-client privilege) or improperly disclose trade-secret information.

### **2. Where to Report**

Employees have the duty to comply with all applicable laws and to assist Columbia Premier Soccer Club to ensure legal compliance. An employee who suspects a problem with legal compliance is required to report the situation(s) to the chief executive (General Manager or Executive Director) or Chair of the Board of Directors if the complaint involves the chief executive.

Employees may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

### **3. Protection from Retaliation**

It is the intent of this policy to encourage employees to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this policy. Any employee who believes they have been retaliated against for whistle blowing may file a complaint with either the chief executive or the Chair of the Board of Directors. Any complaint of retaliation will be promptly investigated and remedial action taken when warranted. This protection from retaliation is not intended to prohibit managers or supervisors from taking action, including disciplinary action, in the ordinary course of business based on valid performance-related factors.

**Please sign below to confirm you have read and understand the Whistleblower policy:**

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee's typed or printed name

cc: Employee, Personnel File