



**Illinois State  
Bowling Proprietors Association, Inc.**



## **WHISTLEBLOWER POLICY**

This whistleblower Policy of the Illinois State Bowling Proprietors Association (ISBPA):

- (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the ISBPA; (2) specifies that the ISBPA will protect the person from retaliation; and (3) identifies where such information can be reported.

### **1. Encouragement of reporting.**

ISBPA encourages complaints, reports or inquiries about illegal practices or serious violations of the Association's policies, including illegal or improper conduct by the Organization itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the Association has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via ISBPA's Employment Handbook. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

### **2. Protection form retaliation.**

ISBPA prohibits retaliation by or on behalf of the Association against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. ISBPA reserves the right to discipline persons who made bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

### **3. Where to report.**

Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis for the complaints, reports or inquiries. They should be directed to the Association's Executive Director or President; if both of those persons are implicated in the complaint, report of inquiry, it should be directed to ISBPA's Sgt.-At-Arms. The Association will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the Association may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.