



Committed to Skiing Excellence

P.O. Box 678
Spokane, WA 99210

SPOKANE SKI RACING ASSOCIATION & MT. SPOKANE ALPINE TEAM

WHISTLEBLOWER PROTECTION POLICY

Adopted on this 20th day of August 2012

Reporting Required

Spokane Ski Racing Association/Mt. Spokane Alpine Team ("Organization") requires its employees to observe high standards of business and personal ethics and act with honesty and integrity when conducting their duties and responsibilities on behalf of the Organization. As such, employees are required to disclose all illegal or unethical conduct that occurs in connection with the Organization's finances or other aspects of its operations.

All employees of the Organization must promptly report to either the Board President or Board Secretary any of the following situations of which the employee becomes aware or has reason to believe may exist: (1) violations of any applicable federal, state or local law or regulation; (2) violations of any material policy of the Organization; (3) any questionable or improper matters regarding bookkeeping, accounting, internal accounting controls, or auditing matters; or (4) inappropriate handling or resolution of any complaint or matter previously reported under this Policy. At the employee's discretion and if the circumstances warrant, reports regarding the aforementioned conduct may be made directly to any of the Organization's officers or directors. Reports under this Policy will be taken seriously and investigated promptly. Appropriate corrective action, up to and including termination of employment, will be taken if warranted by the investigation into the reported conduct or for violations of this Policy.

Retaliation Prohibited

No employee may take any action that is harmful to an employee, discharge, demote, suspend, threaten, harass or in any manner discriminate against an employee in the terms and conditions of employment because of any lawful act done by the employee: (1) to report any matter that the employee reasonably believes must be reported under this Policy; (2) to participate in an investigation by a regulatory authority, law enforcement agency, member or committee of Congress, or any person with supervisory authority over the employee or who has the authority to investigate reports under this Policy; (3) to report truthful information relating to any state or federal offense to a law enforcement officer; or (4) to provide information, cause information to be provided, or otherwise assist in an investigation regarding any conduct that the employee reasonably believes constitutes a violation of applicable law or fraud, when the investigation is brought by a governmental, regulatory, or law enforcement agency, a member or committee of Congress, a person with supervisory authority over the employee, or such other person working for the Organization who has the authority to investigate, discover, or terminate improper conduct.

Any employee who has reason to believe that he or she has been subject to retaliation for making a report or participating in an investigation under this Policy must immediately report such alleged retaliation in accordance with this Policy. Any employee who retaliates against another employee for making a report or participating in an investigation under this Policy will be subject to disciplinary action, up to and including termination of employment.