

**Calgary Blizzard
Soccer Club
Policies &
Procedures**

Chapter:
HEALTH, SAFETY & ENVIRONMENT

Subject:
WHISTLERBLOWER

Authorization:

White Paper:

Date:

POLICY NUMBER: 02-17

REFERENCE: Canada Soccer Association Whistleblower Policy
November 27, 2021

POLICY: Any person who files a Complaint shall be protected against any form of retaliation against them or any minor person under their care, as a result of having made, assisted, participated or provided evidence in support thereof, a Complaint which the person believes to be valid.

Any actual or perceived retaliation shall be immediately reported to the President, Calgary Blizzard Soccer Club. In the event that there is a concern that the Calgary Blizzard President may be in a conflict of interest with such report, the complainant may report such actual or perceived retaliation with the Executive Director, Calgary Minor Soccer Association.

There shall also be no retaliation as a result of the filing of a Complaint where an individual makes an allegation in good faith and the allegation is not confirmed by subsequent investigation.

However, if the investigation reveals that an individual has made a deliberately false, malicious or vexatious allegation in the form of a Complaint, the Complaint will be subject to appropriate disciplinary action.

INTERPRETATION:

Complaint: Any complaint or report filed by a person pursuant to any Calgary Blizzard policy or procedure.

