

Heart of America Volleyball Whistleblower Policy

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.

Employees of Heart of America Volleyball 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 Commissioner. HOA 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 HOA Clubs, Players, Parents

Heart of America Volleyball affiliated 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. Heart of America Volleyball does not get involved in financial or policy disputes for clubs.

Heart of America Volleyball has the power to sanction individual members for code of conduct violations but may not be able to guarantee full protections for whistleblowers, because HOA 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. Heart of America Volleyball 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 / Heart of America Spectator Code of Conduct.