



NORTHERN SOCCER

2213 Brothers Road, Suite 100 ♦ Santa Fe, NM 87505 ♦ (505) 982-0878

<http://www.nnmsl.org/>

Northern Soccer Employee Protection (Whistleblower) Policy (approved December 11, 2008)

If any employee reasonably believes that some policy, practice, or activity of Northern Soccer is in violation of law, a written complaint must be filed by that employee with the Board President. It is the intent of Northern Soccer to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Northern Soccer and provides the Northern Soccer with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The protection described below is only available to employees that comply with this requirement. Northern Soccer will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of Northern Soccer, or of another individual or entity with whom Northern Soccer has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Northern Soccer will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Northern Soccer that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

This policy will be the responsibility of the Northern Soccer Board and the appropriate officers of the Board to be monitored on an annual and ongoing basis, or earlier if deemed necessary. Any updates or changes will be made as determined by the Board.