

Saskatchewan Cheerleading Association

Whistle Blower Policy



Policy Adopted – December 2, 2019



Saskatchewan Cheerleading Association Whistle Blower Policy

Employees and Directors have the responsibility to report activity that is illegal or fraudulent to the President and/or the Executive Director of the SCA. The confidentiality of the whistleblower will be maintained unless the identity has to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense. The SCA will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as removal of duties, termination, compensation decreases, or poor work assignments and threats of physical harm. This protection does not include immunity for any personal wrongdoing that is alleged and investigated. We encourage an open and honest conversation about any suspected behaviour that threatens the ethics of our employees, directors, membership, and the SCA.