



# THE LAVA DOME sports complex

✉ [info@thelavadome.com](mailto:info@thelavadome.com)

---

## **WHISTLEBLOWER POLICY**

The Lava Dome Sports Complex, a 501(c)(3) public nonprofit organization

The Lava Dome is committed to protecting and promoting ethical behavior in the workplace. We are proud to introduce our Whistleblower Policy, which encourages employees to report any and all violations of law or ethical conduct that they become aware of.

The policy states that employees must promptly report any suspected violations of law or ethical conduct to their supervisor or a designated ethics officer. Employees should provide as much detail as possible, including a list of any individuals involved, the date of the violation, and any evidence that may be available.

The Lava Dome will protect employees who report violations in good faith from any kind of retaliation. We have a strict no-retaliation policy and any form of retaliation against a whistleblower will result in disciplinary action, up to and including dismissal.

The Lava Dome also respects employees' confidentiality and requests that any employee who reports a violation remain anonymous. As such, the identity of the whistleblower will be kept confidential to the extent possible, given the nature of the complaint.

We hope that this Whistleblower Policy encourages all employees to come forward with any potential violations of law or ethical conduct and gives them the assurance that their reports will be taken seriously and handled with care.



# THE LAVA DOME sports complex

✉ [info@thelavadome.com](mailto:info@thelavadome.com)

---

## **NO RETALIATION POLICY**

The Lava Dome Sports Complex, a 501(c)(3) public nonprofit organization

The Lava Dome is committed to fostering a work environment of mutual respect and dignity in which all employees are treated with fairness and respect. We will not tolerate any form of retaliation against any employee who makes a good faith report of a violation of the law, our policies, or any other form of misconduct.

Any employee who believes he or she has been the subject of retaliation related to such a report is urged to bring the matter to the attention of The Lava Dome's management immediately. The Lava Dome will take prompt and appropriate action to investigate any such reports and to protect any employee who has been retaliated against.

The Lava Dome will not permit any form of retaliation by supervisors, managers, or other employees against any employee who has reported a violation of the law, our policies, or any other form of misconduct. Retaliation may include, but is not limited to, any form of adverse action or threat of adverse action related to an employee's job performance or job security.

The Lava Dome will take action to discipline any supervisor, manager, or other employee found to have retaliated against any employee for making a good faith report of a violation of the law, our policies, or any other form of misconduct. Such action may include, but is not limited to, suspension, demotion, or termination.

We believe that our employees should always feel safe in expressing their opinions and in reporting any potential misconduct or violations of the law. We are committed to maintaining a work environment in which retaliation is not tolerated.