

PPPA Policy #8:

PPPA Nondiscrimination and Whistleblower Protection Policy

The Pikes Peak Pickleball Association (PPPA) does not and shall not discriminate on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, selection of Board of Directors and committee chairpersons; selection of volunteers, sponsors and vendors; and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, private and corporate sponsors, and vendors.

PPPA requires Officers and Directors to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of our PPPA membership, we must practice honesty and integrity in fulfilling our Board responsibilities and comply with all applicable laws and regulations.

This whistleblower protection policy is intended to encourage and enable PPPA members and others to raise serious concerns internally so that PPPA can address and correct inappropriate conduct and actions. It is the responsibility of all Board Officers and Directors, volunteers, and Association members to report concerns about ethical violations or suspected violations of law or regulations that govern PPPA's nonprofit operations.

It is contrary to the values of PPPA for anyone to retaliate against any Board member, officer, volunteer or Association member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of PPPA. Any member of PPPA who retaliates against someone who has reported a violation in good faith is subject to removal from the Association.

PPPA has an open door policy and suggests that PPPA members share their questions, concerns, suggestions or complaints with any Officer or Director of the PPPA. The PPPA Board of Directors has the responsibility to investigate and resolve all reported complaints while maintaining the personal privacy of any person who raises such potential complaint.

Adopted by the Board_____11/2/2017_____ (date)

Signed by the President___//Jeff Norton//_____