

Bylaws

2.2.3

Non Retaliation Policy Statement

Pacific Swimming does not tolerate retaliation against individuals who, in good faith, report illegal, unethical, or otherwise inappropriate acts or omissions; or retaliation against individuals who refuse to participate in wrongdoing.

Pacific Swimming will not discharge, demote, suspend, threaten, harass, or in any other manner discriminate against employees, members, athletes, coaches, trainers, managers, administrators, officials, volunteers, or any other persons or entity for reporting ethics issues, conduct or action contrary to public interest and safety or suspected violations of policy, rules, laws and other applicable regulatory requirements.

Employees, members, athletes, coaches, trainers, managers, administrators, officials or volunteers who are discharged, demoted, suspended, threatened, harassed, or in any manner discriminated against in retaliation for exercising state and federal whistleblower laws are entitled to the relief necessary to make them whole.