



FINANCIAL TRANSPARENCY

Whistleblower Policy

ADOPTED BY THE BOARD OF DIRECTORS

January 5, 2026

ORGANIZATION

Foosball Clubs USA Inc., a 501(c)(3) nonprofit

This is the adopted version of this policy. Find every FCUSA policy at
foosballclubsusa.com/policies. Questions are welcome at
admin@foosballclubsusa.com.



FOOSBALL
— **CLUBS USA** —

Empowering Students and Uniting Communities

Whistleblower Policy

1. Purpose

Foosball Clubs USA is committed to lawful, ethical, and transparent conduct in all operations. This policy enables employees, staff, volunteers, members, contractors, and other stakeholders to report suspected misconduct without fear of retaliation.

Last Updated:

1/5/2026, by Alissa Brasey

Last Reviewed & Approved by the BOD:

1/5/2026

2. Scope

This policy applies to anyone acting on behalf of or associated with Foosball Clubs USA, including:

- Board members
- Employees
- Staff
- Volunteers
- Contractors
- Program participants and beneficiaries

3. Reportable Concerns

Individuals are encouraged to report in good faith any suspected wrongdoing, including but not limited to:

- Fraud, theft, or financial misconduct
- Violations of laws, regulations, or grant requirements
- Conflicts of interest or self-dealing
- Harassment, discrimination, or abuse
- Misuse of organizational assets
- Retaliation against whistleblowers
- Any behavior that violates organizational policies or jeopardizes Foosball Clubs USA's integrity

4. Reporting Process

Reports may be made:

a. Internally:

- To the Executive Director or an Executive Board member
- Via writing, email, or phone call

b. Anonymously:

Anonymous reports will be accepted and investigated to the extent possible.

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c. External Reporting:

If internal reporting is unsafe or ineffective, individuals may report to appropriate regulatory or law enforcement agencies.

5. Confidentiality

Foosball Clubs USA will make every reasonable effort to maintain confidentiality of the whistleblower's identity, consistent with the need to investigate and address the concern.

6. Investigation Procedures

- The Executive Board will promptly review and evaluate each report.
- If necessary, an independent investigator or committee may be appointed.
- Findings and recommendations will be documented and addressed appropriately.
- The Executive Director will be informed of any material issues.

7. Non-Retaliation Protection

Foosball Clubs USA strictly prohibits retaliation against anyone who, in good faith, reports concerns or participates in an investigation. Retaliation includes, but is not limited to:

- Termination or demotion
- Harassment or intimidation
- Loss of benefits or opportunities

Any act of retaliation will lead to disciplinary action, up to and including removal, dismissal, or termination of relationship with the organization.

8. Bad Faith or Malicious Claims

Reports made with malicious intent or without reasonable basis may result in disciplinary action. This policy protects good-faith reports, even if unsubstantiated after investigation.

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9. Responsibilities

- **Executive Board:** Oversees implementation, receives major findings, and ensures corrective action.
- **Executive Director:** Supports reporting mechanisms, ensures awareness, and upholds non-retaliation.
- **All Individuals Covered by This Policy:** Report concerns promptly and cooperate in investigations.

10. Communication of Policy

This policy will be distributed to board members, staff, and volunteers, and will be made available through organizational handbooks, onboarding materials, or the official website.

11. Review and Updates

The Executive Board will review this policy periodically and revise as needed to ensure legal compliance and organizational effectiveness.

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