

Board resolution: The board of directors approves the inclusion of the following statement in all handbooks, and directs the Chief Executive Officer to ensure that it is given to and acknowledged by all associates (board members, employees, interns, coaches, players, or other regular volunteers).

Policy: If any associate reasonably believes that some policy, practice, or activity of the Cape Cod Baseball League is in violation of law, a written complaint may be filed by that associate with the Chief Executive Officer.

It is the intent of the CCBL to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all associates is necessary to achieving compliance with various laws and regulations. An associate is protected from retaliation only if the associate brings the alleged unlawful activity, policy, or practice to the attention of the CCBL and provides the CCBL with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to associates that comply with this requirement.

The CCBL will not retaliate against an associate who, in good faith, has made a protest or raised a complaint against some practice of the CCBL, or of another individual or entity with whom the CCBL had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

The CCBL will not retaliate against an associate who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of the CCBL that the associate reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.