

Evergreen Region Volleyball Association Whistleblower Policy

(Rev March 2025)

For Employees

Washington state is at “at-will employment” state, meaning that an employment relationship can be terminated at any time, by either party, or for any reason. There are limits to this doctrine, however, and there are certain reasons for termination that have been proscribed, either by statute or by common law. Washington state recognizes a public policy exception to the at-will employment doctrine, meaning that an employer may not terminate an employee for a reason contrary to public policy. To determine what “public policy” is, courts will look to see whether the legislature or courts have sought to encourage or discourage such conduct in the past. Therefore, an employee who is terminated for whistleblowing, alerting the public or authorities to unethical or illegal behavior, will likely be able to maintain a cause of action for wrongful discharge. To sustain such a claim, an employee must establish that:

- There is a clear public policy at issue
- Discouraging the employees’ conduct would jeopardize that public policy
- The conduct related to the public policy is the reason the employee was terminated

ERVA employees are encouraged to bring forth any complaints or issues to the Region Commissioner. If questions or problems involve the Region Commissioner, employees may contact the remaining Board of Directors. ERVA takes all concerns and problems brought to its attention seriously and will work to resolve the issue or problem as soon as possible under the circumstances.

Intentionally filing a false, misleading, or malicious report is not tolerated.

For ERVA Clubs, Players, and Parents

Evergreen Region clubs operate as independent businesses and are classified in various ways, including as for-profit and nonprofit entities. The Federal Whistleblower law offers protection to employees of these clubs. Issues within a club should be handled directly by that business entity. ERVA does not become involved in financial, or policy disputes related to clubs.

For concerns regarding Region-policy ethics violations, ERVA provides a complaint form on our website. Submitting a complaint will trigger the Ethics and Eligibility Policy for review.

ERVA has the authority to sanction individual members for code of conduct violations. However, ERVA cannot guarantee full protection for whistleblowers in these cases, as ERVA is not able to make decisions on behalf of individual clubs regarding the retention of employees or contractors. Employees, contractors, or other individuals associated with clubs should contact the appropriate state agency to understand what protections may be available to them.

Parents and players with complaints regarding individual clubs are encouraged to address these concerns with their club directors first. Individuals may also use the complaint form available on ERVA's website as mentioned above. ERVA does not become involved in financial or policy disputes within clubs.

All members must adhere to the provisions set forth in the various administrative documents of USA Volleyball, including the USA Volleyball Code of Conduct. Event attendees must comply with the USA Volleyball/ERVA Spectator Code of Conduct.