

Whistle Blower Policy

Alamo City Racquetball Association

Adoption

This Whistle Blower Policy was adopted by the Alamo City Racquetball Association ("ACRA") Board of Directors on January 8, 2014.

Preamble

The Internal Revenue Service encourages the Board of Directors to adopt an effective policy for handling association member complaints and to establish procedures for members to report in confidence any suspected financial impropriety or misuse of the non-profit's resources. Such policies are referred to as whistleblower policies.

Procedures

The ACRA is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting, and prohibits fraudulent practices by any of its directors, officers, or members. This policy outlines a procedure for members to report actions that they reasonably believe violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to the ACRA's business and does not relate to private acts of an individual not connected to the business of the ACRA.

If anyone has a reasonable belief that a member of the ACRA has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the person is expected to immediately report such information to the ACRA President. If the person does not feel comfortable reporting the information to the ACRA President, he or she is expected to report the information to any of the ACRA directors.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, the ACRA will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.


The ACRA will not retaliate against the complaining individual in the terms and conditions of membership because that person: (a) reports to the President, the Board of Directors or to a federal, state or local agency what the person believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the member's rights.

The ACRA may take disciplinary action (up to and including expulsion from the ACRA) against a member who, in the Board of Director's, assessment has engaged in retaliatory conduct in violation of this policy.

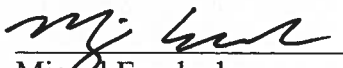
In addition, the ACRA will not, with the intent to retaliate, take any action harmful to any member who has provided to law enforcement personnel or a court, truthful information relating to the commission or possible commission by the ACRA or any of its members of a violation of any applicable law or regulation.

The President and Board of Directors will be trained on this policy and the ACRA's prohibition against retaliation in accordance with this policy.

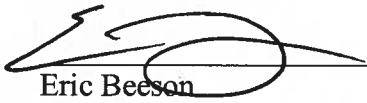
Officers:



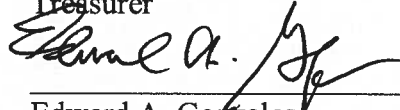
Mike Cantu
President
Date 1-7-15



Miguel Escobedo
Vice President
Date 1-7-15




Eric Beeson
Treasurer
Date 01/07/2015




Edward A. Gonzales
Secretary
Date 1/7/2015

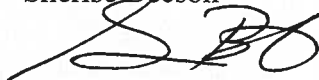
Directors:



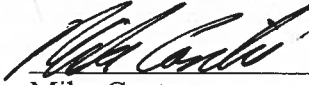
Eric Beeson
Date 01/07/2015



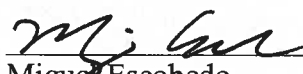
Sherise Beeson
Date 1/7/15



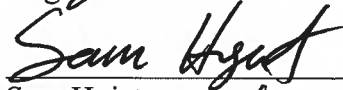
George Bustos
Date 1/7/15



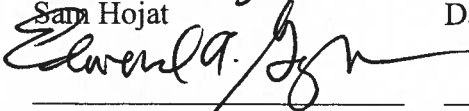
Mike Cantu
Date 1/7/15



Miguel Escobedo
Date 1-7-15



Sam Hojat
Date 1-7-2015



Edward A. Gonzales
Date 1/7/2015