

Whistleblower Policy

Special Olympics Kansas prohibits retaliation by or on behalf of the organization staff or its associates, against employees who make good faith complaints, reports or inquiries under this policy or for participation in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. SOKS reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the President/CEO. If the President/CEO is implicated in the complaints report or inquiry, it should be directed to the Chairman of the Board of Directors. SOKS will conduct a prompt, discreet and objective review or investigation. Employees must recognize that SOKS may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

Employees who believe they have been retaliated against for reporting an improper action may obtain protection under this policy.

Improper actions are defined as unlawful discrimination based on race, color, creed, sex, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition or any other consideration made unlawful by federal, state or local laws.