



The CureMAPK8IP3 Foundation

CUREMAPK8IP3.ORG

The CureMAPK8IP3 Foundation Whistleblower Policy

The CureMAPK8IP3 Foundation requires directors, officers, and any employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. The CureMAPK8IP3 Foundation 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 auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers.

This policy outlines a procedure for employees and others to report actions that an employee and others reasonably believe violates a law, or regulation or that constitute fraudulent accounting or other practices. It is the responsibility of all board members, officers, employees, and volunteers to report concerns about violations of the CureMAPK8IP3 Foundation's code of ethics or suspected violations of law or regulations that govern the CureMAPK8IP3 Foundation's operations. This policy applies to any matter which is related to the CureMAPK8IP3 Foundation's business and does not relate to private acts of an individual not connected to the business of the CureMAPK8IP3 Foundation.

If an employee or others have a reasonable belief that an employee, director, or officer or the CureMAPK8IP3 Foundation has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee or others are expected to immediately report such information to the Executive Director. If the employee or others do not feel comfortable reporting the information to the Executive Director, or in the absence of an Executive Director, he or she is expected to report the information to the Board President or another officer of the Board.

All reports will be followed up promptly, and an investigation conducted. Violations or suspected violations may be submitted on a confidential basis by the complainant. When not submitted in confidentiality, the CureMAPK8IP3 Foundation's Executive Director (or in the absence of one, the Board President or another officer) will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. In conducting its investigations, the CureMAPK8IP3 Foundation will strive to keep the identity of the complaining

individual as confidential as possible, while conducting an adequate review and investigation. Appropriate corrective action will be taken if warranted by the investigation.

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. The CureMAPK8IP3 Foundation will not retaliate against an employee or others in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the executive director, the Board of Directors or to a federal, state or local agency what the employee 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 employee's rights. [In addition, the CureMAPK8IP3 Foundation will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by T\the CureMAPK8IP3 Foundation or any of its employees of a violation of any applicable law or regulation.]

Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and the CureMAPK8IP3 Foundation may take disciplinary action (up to and including termination) for this offense.

Policy approved by the Board of Directors on 10/23/23