

MENAC Inc.

Whistleblower Policy

Purpose

MENAC Inc. is committed to the highest standards of integrity, transparency, and ethical conduct. This Whistleblower Policy is established to encourage and enable board members, employees, volunteers, and contractors to raise concerns regarding suspected misconduct without fear of retaliation.

Scope

This policy applies to all individuals associated with MENAC Inc., including members of the Board of Directors, officers, employees, volunteers, interns, and contractors.

Reportable Concerns

Individuals are encouraged to report, in good faith, any suspected:

- Fraud or financial impropriety
- Misuse or misappropriation of funds
- Violations of federal, state, or local laws
- Violations of MENAC Inc. policies or ethical standards
- Unethical or improper conduct

Reporting Procedures

Concerns may be reported confidentially to any of the following:

- Executive Director
- Board Chair
- Designated Compliance Officer or Committee

Reports may be made verbally or in writing. Individuals are encouraged to provide as much detail as possible to allow for appropriate review.

Protection Against Retaliation

MENAC Inc. strictly prohibits retaliation against any individual who, in good faith, reports a concern or participates in an investigation. Retaliation includes intimidation, harassment, discrimination, or adverse actions related to employment or volunteer service. Any individual

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found to have engaged in retaliation will be subject to disciplinary action, up to and including removal from their role.

Investigation and Resolution

All reports will be reviewed promptly, thoroughly, and impartially. Investigations will be conducted with discretion, maintaining confidentiality to the extent possible. Appropriate corrective action will be taken when misconduct is substantiated.

False or Malicious Allegations

While MENAC encourages good-faith reporting, knowingly false or malicious allegations may result in disciplinary action.

Policy Review

This policy shall be reviewed periodically by the Board of Directors and updated as necessary to ensure compliance with legal requirements and best practices.

The point of contact concerning this policy is Mr. Avin Hinton, Senior Vice President of Human Resources, avin.hinton@menac.org.

Mario M. Harris

President

MENAC Inc.

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MENACTM

"Building minds builds communities"