

Whistleblower Policy - ElevIQ Foundation

Whistleblower Policy

Effective Date: October 1, 2025

Purpose

ElevIQ Foundation is committed to maintaining an environment where directors, officers, employees, and volunteers can report suspected misconduct without fear of retaliation.

Reporting

Reports may be submitted confidentially to the President or designated Compliance Officer. Anonymous reports will be accepted and investigated to the fullest extent possible.

Protection

Individuals making good faith reports are protected from retaliation, harassment, or adverse action.

Accountability

Violations of this policy will result in disciplinary action, up to and including removal from position or termination.