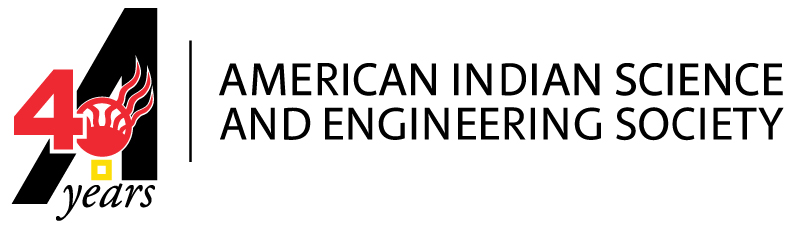
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**Whistleblower Policy**

The American Indian Science and Engineering Society (AISES) Board of Director members (directors), officers, and employees observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

This Whistleblower Policy is intended to encourage and enable employees and volunteers to raise serious concerns within AISES prior to seeking resolution outside the organization.

If any employee or volunteer of AISES reasonably believes that some business policy, practice, or activity of AISES, and/or personal conduct of duties and responsibilities, is in violation of law and/or the high standard of personal ethics, a written complaint may be filed by that employee with the Chief Executive Officer. If the employee is not comfortable reaching out to the Chief Executive Officer, and/or would prefer to remain anonymous they may first go to the Board Chair, or then to the Board Vice Chair. If an employee feels that the process to report and/or investigate Code violations is inadequate, individuals can contact the Colorado or New Mexico Attorney General Offices.

It is the intent of AISES to adhere to all laws and regulations that apply to the organization, and the purpose of this Policy is to support the organization’s goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the above noted officer and/or directors and provides the appropriate professional with a reasonable opportunity to investigate and correct the alleged unlawful or alleged unethical activity. The protection described below is only available to employees that comply with this requirement.

AISES will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of an AISES officer, director, or employee, or of another individual or entity with whom AISES had a business relationship, on the basis of a reasonable belief that the practice is in violation of law, a clear mandate of public policy, and/or unethical practice behavior.

AISES will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.

To submit a written complaint beyond AISES CEO Sarah EchoHawk see information below:

AISES Board Chair 2020 AISES Vice Chair 2020 New Mexico Attorney General Colorado Attorney General   
Gary Burnette Mike Laverdure 505-717-3500 [720-508-600](mailto:720-508-600burnette@us.ibm.com)   
burnette@us.ibm.com MLaverdure@dsgw.com Albuquerque Office Denver Office