

**Whistleblower Policy – AISES Employees**

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

If any employee or volunteer of AISES reasonably believes that some business policy, practice, or activity of AISES is in violation of law, 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.

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

My signature below indicates my receipt and understanding of this Policy. I also verify that I have been provided with an opportunity to ask questions about the Policy, and that I know I have the right to remain anonymous should I bring a written complaint to the AISES Board Chair or Vice Chair.

To submit a written complaint outside of the AISES CEO Sarah EchoHawk see information below:

AISES Board Chair 2022 AISES Vice Chair 2022 New Mexico Attorney General Colorado Attorney General
Michael Laverdure Gary Burnette 505-717-3500 720-508-6000 MLaverdure@dsgw.com burnette@kyndryl.com Albuquerque Office Denver Office

CERTIFICATION

I, the undersigned as Chair of the Board of the American Indian Science and Engineering Society, do hereby certify that the updated foregoing Resolution 062320#-AISES was passed on the 23rd day of June 2020.



Gary Burnette