

Fraudulent Conduct

The Foundation prohibits unlawful behavior by any employee in connection with their work for the Foundation and will investigate any possible fraudulent or other misuse of the Foundation's resources or property by management and employees. Anyone found to have engaged in fraudulent conduct is subject to disciplinary action up to and including termination and civil or criminal prosecution when warranted.

Employees are encouraged to report possible fraudulent conduct to any supervisor or manager. If for any reason employees find it difficult to report their concerns to a supervisor or manager, they may report them directly to the President. If it is not appropriate to report it to the President, then to the Chairman of the Board.

Retaliation against an employee who reports possible fraudulent conduct will not be tolerated. Any act of retaliation will warrant disciplinary action, up to and including termination of the offending person.