

Whistleblower Policy of United Under Arts, Inc.

This policy outlines how policy violations and fraudulent practices will be reported and investigated.

Reports: Reports about violations of policy or possible fraudulent or dishonest use or misuse of resources or property should be reported to the United Under Arts Management Executive. If the person is not comfortable reporting to the Executive for any reason, then reports may be made directly to the President or the Board of Directors.

Confidentiality: Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

No Retaliation Policy: No Director, officer, or volunteer that has, in good faith, reported an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of United Under Arts will be subjected to any form of retaliation. Any member of the Corporation who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership.

Investigation: The Management Executive is in charge of ensuring that all complaints about unethical or illegal conduct are investigated and resolved in a timely fashion. Appropriate

corrective action will be taken if warranted by the investigation. The Executive will inform the Board of Directors and, if the complaint has to do with the Corporation's finances, the Treasurer. The Executive will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation.