

**THE KANSAS ACADEMY OF SCIENCE INC.**  
**Whistleblower Policy**

1. **Persons Covered.** This policy applies to all members, officers, directors, employees, independent contractors, or volunteers of **The Kansas Academy of Science Inc. ("KAS")**.
2. **Purpose.** The purpose of this Whistleblower Policy is to provide policies and procedures for reporting good faith concerns regarding the business practices of the **KAS**. The **KAS** is committed to maintaining a workplace where employees are free to raise good faith concerns regarding the **KAS's** business practices, specifically:
  - (1) reporting suspected violations of law on the part of the **KAS**, including but not limited to federal laws and regulations;
  - (2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and
  - (3) identifying potential violations of the **KAS's** policy.
3. **Prohibition Against Retaliation.** It is expressly prohibited for any officer, director, member, employee, volunteer, or independent contractor to perform any act of retaliation. For these purposes, retaliation is an action against anyone covered by this policy who raises suspected violations of law, cooperates in inquiries or investigations, or identifies potential violations of the **KAS's** policies. Examples may include harassment (sexual or otherwise), intimidation, adverse employment actions, or any other form of retaliation. Retaliation is a violation of this policy and may result in discipline, up to and including termination. No person will be discriminated against, terminated, have their membership revoked, or be disqualified from holding office, because of bringing or assisting in the investigation of a complaint.
4. **Reporting Procedure.** Any individual covered by this policy who wishes to report a suspected violation of law or the **KAS's** policy may do so by reporting confidentially to a director or officer of the **KAS's** Board of Directors.
5. **Investigation and Resolution of Complaints.** Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality and is consistent with applicable state and federal laws and with a full and fair investigation.

SECRETARY'S CERTIFICATION

I, the undersigned, certify:

That I am the duly-elected Secretary of **The Kansas Academy of Science Inc.** and that this policy constitutes the Whistleblower Policy of **The Kansas Academy of Science Inc.** duly adopted by the Board of Directors on the 21st day of February, 2015.

ACKNOWLEDGEMENT:

I, the undersigned, hereby acknowledge that I have read and understand the preceding Whistleblower Policy of **The Kansas Academy of Science Inc.**

NAME: Sam H. Seung DATE: 5/26/2015