

>_OpenSats

Open Sats Initiative, Inc. Whistleblower Protection Policy

Article 1 - Purpose

The purpose of this Whistleblower Protection Policy is to encourage and facilitate reporting of any suspected illegal, unethical, or improper conduct by employees, officers, directors, volunteers, contractors, or agents of Open Sats Initiative, Inc. (the "Foundation") without fear of retaliation.

Article 2 - Reporting Procedures

1. The Foundation encourages individuals to report any suspected illegal, unethical, or improper conduct to their supervisor, a member of the Board of Directors, or the Foundation's designated whistleblower hotline or website.
2. Reports may be made anonymously or confidentially, to the extent permitted by law, but individuals are encouraged to identify themselves to facilitate investigation and follow-up.
3. The Foundation will investigate all reports in a timely and confidential manner.

Article 3 - Retaliation Prohibited

1. The Foundation prohibits retaliation of any kind against an individual who reports suspected illegal, unethical, or improper conduct in good faith, or who participates in an investigation related to such report.

2. Retaliation includes but is not limited to termination, demotion, suspension, harassment, or any adverse action that affects the terms or conditions of employment or volunteer service.
3. Any employee, officer, director, volunteer, contractor, or agent of the Foundation who engages in retaliation will be subject to disciplinary action, up to and including termination.

Article 4 - Confidentiality

1. The Foundation will protect the confidentiality of any individual who makes a report of suspected illegal, unethical, or improper conduct to the extent permitted by law.
2. The Foundation will only disclose information related to the report on a need-to-know basis for the purpose of investigation and resolution.

Article 5 - False Accusations

1. The Foundation takes reports of suspected illegal, unethical, or improper conduct seriously and will investigate all reports in a timely and confidential manner.
2. Any individual who knowingly makes a false accusation will be subject to disciplinary action, up to and including termination.

Article 6 - Distribution and Training

1. The Foundation will distribute this Whistleblower Protection Policy to all employees, officers, directors, volunteers, contractors, and agents of the Foundation.
2. The Foundation will provide training on this Whistleblower Protection Policy to all new employees, officers, directors, volunteers, contractors, and agents of the Foundation and will provide periodic training to existing employees, officers, directors, volunteers, contractors, and agents of the Foundation.