

THE CALIFORNIA SOCIETY
OF THE
SONS OF THE AMERICAN REVOLUTION
(CASSAR)

WHISTLEBLOWER POLICY

It is the responsibility of all CASSAR Officers, CASSAR Investment Fund Trustees and CASSAR Committee members to observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities, to comply with the Conflict of Interest/Code of Organizational Conduct Policy and to report violations or suspected violations in accordance with this policy. No CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member who in good faith reports a violation shall suffer harassment or retaliation to the extent such harassment or retaliation shall occur. A CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including review by the Ethics Committee. An open door policy exists so that CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee members can share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, the CASSAR President or his designee is in the best position to address an area of concern. However, if a CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member is not comfortable speaking with the CASSAR President or his designee or the CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member is not satisfied with the response provided, the CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member is encouraged to speak with the Chairman of the Ethics Committee, CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member are required to report suspected violations of the Conflict of Interest/Code of Organizational Conduct Policy to the Chairman of the Ethics Committee, whose committee has specific and exclusive responsibility to investigate all reported violations on behalf of the CASSAR President. For suspected fraud, or when a CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member is not satisfied or uncomfortable with following the open door policy, the CASSAR Officer, CASSAR Investment Fund Trustee or CASSAR Committee member should contact the Chairman of the Ethics Committee directly.

I acknowledge receipt of the above document, that I have read it, and that I understand its contents.

PRINT NAME

SIGNATURE

TITLE/POSITION

DATE

ADOPTED AT THE 134TH SPRING MEETING OF THE MEMBERSHIP 18 APRIL 2009