

Whistleblower Policy

The Society Hill Civic Association (“SHCA”) and Society Hill Preservation Foundation (“SHPF”) encourage its employees and volunteers to report improper activities in the workplace and will protect employees and volunteers from retaliation for making any such report in good faith.

1. Employee and Volunteer Rights

Employees and volunteers (volunteers include any officer, director, committee member or task force member who is not paid) have the right to report, without suffering retaliation, any activity by SHCA or SHPF, or any of their employees, officers or directors that the employee or volunteer reasonably believes: 1) violates any local, state, or federal law; 2) violates or amounts to noncompliance with a local, state or federal rule or regulation; or 3) violates fiduciary responsibilities by a nonprofit corporation. In addition, employees and volunteers can refuse to participate in an activity that would result in a violation of local, state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

Employees and volunteers are also protected from retaliation for having exercised any of these rights in any former employment.

The whistleblower protection laws do not entitle employees to violate a confidential privilege of SHCA or SHFP (such as the attorney-client privilege) or improperly disclose trade-secret information.

2. Where to Report

Employees and volunteers have a duty to comply with all applicable laws and to assist SHCA and SHPF to ensure legal compliance. An employee or volunteer who suspects a problem with legal compliance is required to report the situation(s) to either the Administrator, Chairperson of the Legal Committee, President, or First Vice President, at the reporting person's choice.

Employees and volunteers may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

3. Protection from Retaliation

It is the intent of this policy to encourage employees and volunteers to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this policy. Any employee or volunteer who believes they have been retaliated against for whistle blowing may file a complaint with either the Administrator, Chairperson of the Legal Committee or First Vice President. Any complaint of retaliation will be promptly investigated and remedial action taken when warranted. This protection from retaliation is

not intended to prohibit managers or supervisors from acting, including disciplinary action, in the ordinary course of business based on valid performance-related factors.

Adopted by the Board of Directors of Society Hill Civic Association at its January __, 2026, Board of Directors Meeting.

Adopted by the SHCA Board of Directors, April 15, 2026

Brooke Marshall/s

Brooke Marshall, Secretary