



Medical Reserve Corps of Illinois Board Policy

WHISTLEBLOWER POLICY

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Approved by	MRCIL Board	Date Adopted	February 20, 2026

The Medical Reserve Corps of Illinois (MRCIL) requires directors, officers, employees, volunteers and others to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of MRCIL, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable directors, officers, employees, volunteers and others to raise serious concerns internally so that MRCIL can address and correct inappropriate conduct and actions. It is the responsibility of all directors, officers, employees, volunteers and others to report concerns about violations of MRCIL code of ethics or suspected violations of law or regulations that govern MRCIL's operations.

No Retaliation

It is contrary to the values of MRCIL for anyone to retaliate against any officer, director, employee, volunteer or other who in good faith reports 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 MRCIL. An employee or volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or termination of volunteer status of MRCIL.

Reporting Procedure

MRCIL has an open-door policy and suggests that employees and others share their questions, concerns, suggestions, or complaints with their respective Compliance Officer. If you are not comfortable speaking with your Compliance Officer or you are not satisfied with the Compliance Officer response, you are encouraged to speak with a MRCIL Board member. Compliance Officers are required to report complaints or concerns about

suspected ethical and legal violations in writing to the MRCIL Board Co-chairs who have the responsibility to investigate all reported complaints on a timely basis.

Compliance Officers

The MRCIL Board Co-Chairs are responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. These Compliance Officers will advise the full Board of Directors of all complaints and their resolutions and will report at least annually to the Treasurer on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The MRCIL Compliance Officers shall immediately notify the Audit Committee of any concerns or complaints regarding corporate accounting practices, internal controls or auditing, and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

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.

Handling of Reported Violations

The MRCIL Compliance Officers will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

This policy was approved by the MRCIL Board of Directors on: