

**BYLAWS**  
**of**  
**INTERNATIONAL ASSOCIATION FOR THE STUDY OF LUNG CANCER**  
**As Amended and Restated Effective As Of**

**JANUARY 27, 2025**

**PREAMBLE**

The International Association for the Study of Lung Cancer (“**Association**”) is a collegial, multidisciplinary, international society of thoracic oncology dedicated to promoting education and research directed to innovative patient care. Following are the Association’s purposes:

The Association is organized exclusively for charitable and educational, purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, and the specific objects and purposes of the Association and the nature of the business to be carried on by it are as follows:

- (a) to promote the study of the etiology, the epidemiology, the prevention, the diagnosis, the treatment, and all other aspects of lung cancer and other thoracic malignancies;
- (b) to disseminate information about lung cancer and other thoracic malignancies to members of the Association, to the medical community at large, and to the public;
- (c) to use all available means to eliminate lung cancer and other thoracic malignancies as a health threat for the individual patient and throughout the world;
- (d) to define new and meaningful strategies to remove barriers, including those resulting from systemic disparities, that impact (i) access to research and funding for those engaged in any research on lung cancer and other thoracic malignancies, and (ii) access to care for and information about lung cancer and other thoracic malignancies for patients and their families;
- (e) to receive, maintain, and administer a fund of real and personal property, derived from all sources whatsoever, and subject to the terms of any specific gift, grant, bequest, or devise and to the restrictions set forth in the Articles of Incorporation, to use, apply, and distribute the income from and the principal of such a fund exclusively for the preceding purposes; and
- (f) to do and to engage in all lawful activities that further or are consistent with the preceding objects and purposes of the Association.

## ARTICLE I MEMBERS

### Section 1.1 *Qualifications; Election; Tenure.*

(a) Member qualifications.

(i) Members must be individuals.

(ii) Members should be dedicated to the fight against lung cancer and other thoracic malignancies. Such dedication can be due to the Member's status as a clinician, researcher or other member of the thoracic malignancy medical or research profession, including, but not limited to M.D.s, Ph.D.s, nurses, pharmacists, statisticians, respiratory therapists, patient advocates and all others interested in lung cancer and other thoracic malignancies. Additionally, Members may be patients and survivors of lung cancer and other thoracic malignancies, and their care givers.

(iii) Members may not engage in an action or position or have an interest that is contrary to the Association's principles, as determined by the Board of Directors in its sole and absolute discretion.

(b) Members are admitted by the Board of Directors upon application to Association, in its sole and absolute discretion. The Board of Directors may establish and change membership criteria, from time-to-time. Member status is nontransferable.

Section 1.2 *Privileges of Membership:* The Board of Directors may establish and change, from time to time, the sub-groups of Voting and Non-Voting Members and the dues applicable to each such sub-group. Each sub-group may have different privileges, subject to the following requirements:

(a) Non-Voting Members. Non-Voting Members shall have privileges including, but not limited to, the following:

(i) To attend annual meetings at the Association's World Conference, subject to payment of the required meeting registration fees; and

(ii) To access Association publications and other educational materials.

(b) Voting Members. Voting Members are defined under Section 7-121-401(40) of the Colorado Revised Statutes. Voting Members shall have the privileges of Non-Voting Members, as well as rights restricted to Voting Members including, but not limited to, the following:

(i) Each Voting Member whose membership has not been suspended is entitled to one (1) vote in the Association Board of Directors elections and other matters designated by the Board of Directors as being subject to a vote of the Voting Members;

(ii) To be eligible for nomination for election as a member of the Board of Directors;

- (iii) To be eligible for selection to chair or become a member of a Non-Board Committee;
- (iv) To inspect the Association's annual audit results; and
- (v) To inspect the minutes of all proceedings of the Board of Directors, upon request.

Section 1.3 *Regular Meeting.* The Association shall hold a World Conference on Lung Cancer on a schedule and at a time and place determined by the Board of Directors after giving consideration to the international nature of the Association. A regular meeting of the Members shall be held in conjunction with such World Conference for the purpose of announcing the election of the members of the Board of Directors and for the transaction of such other business as may properly come before the meeting. Written notice of the time and place of every regular meeting shall be delivered to each Member pursuant to the procedures set forth in Section 1.8. Failure to hold a regular meeting of the Members does not affect the validity of any corporate action.

Section 1.4 *Special Meetings.* Special meetings of the members may be called at any time by the Board of Directors, by one-third (1/3) of the Members or by the President. Special meetings shall be held at such time and place as may be designated by the authority calling such meeting. Notice of the special meeting shall be given to Members pursuant to the procedures set forth in Section 1.8. Such notice must state the purpose or purposes of the meeting.

Section 1.5 *Remote Attendance.* The Board of Directors may permit any Member to participate in a meeting of the Members through the use of any means of communication by which all Members participating in the meeting can hear each other during the meeting. A Member participating in a meeting in this manner is deemed to be present in person at the meeting.

Section 1.6 *Quorum; Voting; Record Date.*

(a) A quorum at all meetings of the Members shall consist of thirty-five percent (35%) of the Voting Members. Persons voting electronically or by proxy will be considered to be present at the meeting for the purposes of determining whether a quorum is present. Except as provided specifically to the contrary by these Bylaws, the act of a majority of a quorum of the Members shall be the act of the Members. Any vote required or permitted to be taken by the Members may be taken by electronic means.

(b) For purposes of determining a quorum and for purposes of casting a vote, a Voting Member may be deemed to be present and to vote if the Voting Member grants a signed (electronic signatures are adequate), written proxy to another Voting Member who is present at the meeting. The proxy must direct the recipient to vote on behalf of the Voting Member granting the proxy.

(c) A Voting Member who attends a meeting of the Voting Members is deemed to have agreed to all actions taken at the meeting, unless the Voting Member does one of the following: (i) announces his or her objection to holding the meeting or transacting business at the meeting prior to or at the beginning of the meeting; (ii) votes against or abstains from a vote regarding any specific action at the meeting when it is presented (the dissent or abstention must be

included in the minutes). The right of dissent or abstention is not available to a Voting Member who votes in favor of the action taken.

(d) Record date.

(i) For the purpose of determining the Members entitled to notice of a meeting, the Board of Directors may fix a future date as such a record date and if no such record date is fixed, Members at the close of business on the business day preceding the day on which notice is given, or, if notice is waived, at the close of business on the business day preceding the day on which the meeting is held are entitled to notice of the meeting.

(ii) For the purpose of determining the Members entitled to vote at a meeting, the Board of Directors may fix a future date as such a record date and if no such record date is fixed, Members on the date of the meeting who are otherwise eligible to vote are entitled to vote at the meeting.

(iii) For the purpose of determining the Members entitled to exercise any rights with respect to any other lawful action, the Board of Directors may fix a future date as the record date, and if no such record date is fixed, Members at the close of business on the day on which the Board of Directors adopts the resolution relating thereto, or the sixtieth (60<sup>th</sup>) day prior to the date of such other action, whichever is later, are entitled to exercise such rights.

(iv) A record date may not be more than seventy (70) days before the meeting or action requiring a determination of Members occurs.

(v) A determination of Voting Members entitled to notice of or to vote at a Member meeting is effective for any adjournment of the meeting unless the Board of Directors fixes a new date for determining the right to notice or the right to vote, which it must do if the meeting is adjourned to a date more than one hundred twenty (120) days after the record date for determining Members entitled to notice of the original meeting.

(vi) If a court orders a meeting adjourned to a date more than one hundred twenty (120) days after the date fixed for the original meeting, it may provide that the original record date for notice or voting continues in effect or it may fix a new record date for notice or voting.

Section 1.7 *Action by written ballot.* Any action that may be taken at any regular or special meeting of the Members may be taken without a meeting of the Members if the Association delivers a written ballot to each Member entitled to vote on such matter which: (a) states each proposed action, (b) provides the Member with an opportunity to vote for or against each proposed action, (c) indicates the number of responses needed to meet the quorum requirements, (d) states the percentage of approvals necessary to approve each matter other than election of directors, (e) states the time by which a ballot must be received by the Association in



order to be counted, and (f) is accompanied by written information sufficient to permit each Member casting a ballot to reach an informed decision on the matter. Any such ballot may be received by electronically transmitted facsimile or other form of wire or wireless communication. A ballot may not be revoked once it has been submitted. Action pursuant to this section shall be valid only when the number of votes cast by ballot equals or exceeds the quorum required to be present at a meeting authorizing the action, and the number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting at which the total number of votes cast was the same as the number of votes cast by ballot. All actions taken hereunder shall have the same effect as an action taken at a meeting of the Members.

Section 1.8 *Notice.* Notice shall be given to each Member at least ten (10) days prior to the meeting or forty-five (45) days prior to the meeting in the case of a special meeting. Notice shall be given in writing by electronic mail, or such other method of delivery required under applicable law. Notice must include the date, time, place and purpose of any meeting for which notice is required, as well as a description of any matter that a Member intends to raise at the meeting, provided that a Member in good standing requests that the President or Secretary include such matter in the notice at least ten (10) days prior to the date when the Association gives notice of the meeting. Notice given by electronic mail shall be deemed to be given and to be effective as of the date and time of machine confirmation of delivery. Notice given by any other legally required method of delivery shall be deemed to be given and effective in accordance with applicable law. If a Member has designated in writing one or more reasonable electronic mail addresses for delivery of notice, notice sent by electronic mail shall not be deemed to have been given or to be effective unless sent to all electronic mail addresses provided by such Member. The delivery requirements for any other applicable method of notice shall be satisfied in accordance with applicable law.

Section 1.9 *Waiver of Notice.* A Member may waive notice of a meeting before or after the time and date of the meeting by a writing signed (electronic signatures are adequate) by the Member. Such waiver shall be delivered to the Secretary for filing with the corporate records, but such delivery and filing shall not be conditions to the effectiveness of the waiver. Further, a Member's attendance at or participation in a meeting waives any required notice to the Member of the meeting unless at the beginning of the meeting, or promptly upon the Member's later arrival, the Member objects to holding the meeting or transacting business at the meeting because of lack of notice or defective notice and does not thereafter vote for or assent to action taken at the meeting.

Section 1.10 *Dues.* The amount of dues shall be established and may be changed by the Board of Directors. The dues schedule will be posted publicly. Each Member is obligated to pay dues to the Association, as established by the Board of Directors, in order to maintain a status of "Member in good standing." If dues are not timely paid, as determined in accordance with membership policies, as adopted and revised by the CEO from time to time: (a) the Member's voting rights, if any, may be suspended, (b) the Member may be removed from the register of Members, (c) the Member's other rights, including, but not limited to, the Member's right to participate in committees or on the Board of Directors, if applicable, may be suspended or terminated, and (d) the Member's status as a Member may be terminated. Dues will not be refunded for any reason, including the termination of Membership. Dues

will continue to accrue and become payable until the termination of a Member's status as a Member.

Section 1.11 *Termination and Reinstatement.* Member status may be terminated in the following ways:

- (a) A Member may resign upon submitting written notice to the Association.
- (b) If any Member shall fail to pay dues as more fully explained in Section 1.10, the Board, CEO or a designee of either may terminate that Member's membership.
- (c) The Board of Directors may, by a vote of two-thirds (2/3) of the members of the Board of Directors then serving, expel or suspend any Member (i) whose conduct shall have been determined by the Board of Directors, in its sole and absolute discretion, to be improper, unbecoming or likely to endanger the interest or reputation of the Association, or (ii) who willfully violates the Bylaws of the Association. No Member shall be expelled or suspended without first being notified of the charge or complaint against him or her, and without first being given an opportunity to be heard at a Board of Directors meeting.
- (d) Membership status may otherwise be terminated as provided for under policies and procedures adopted by the Board.

The Board of Directors may reinstate a Member upon receipt of the former Member's written request for reinstatement that includes evidence adequate to convince the Board of Directors of his or her intention to prospectively maintain his or her status as a Member in good standing.

## **ARTICLE II BOARD OF DIRECTORS**

Section 2.1 *Qualifications; Election; Tenure.*

(a) The directors, who must be Members but need not be residents of the State of Colorado, shall manage the affairs of the Association. The size of the Board of Directors shall be at least ten (10) and no more than twenty (20) directors, as well as the CEO (ex-officio, nonvoting). The Board of Directors may increase and decrease the size of the Board at any meeting for which notice of such proposed action was given. The Voting Members shall elect directors to fill any vacancies created as a result of an increase in the size of the Board of Directors pursuant to Section 2.1(b).

(b) All directors, other than those directors appointed by the Board of Directors to fill a vacancy resulting from causes other than an increase in the size of the Board of Directors, shall be elected by a quorum of the Voting Members from among the candidates who have been nominated by the Nominating Committee, subject to the review and approval of the Board of Directors, no later than ninety (90) days prior to the Association World Conference. The names of the nominated individuals shall be announced in writing to the conference and the Members.

(i) Each Voting Member in good standing is entitled to cast one vote for each director position held by an individual whose term will expire at the World Conference.

(ii) Subject to the officer election provisions in Section 3.2, if there are more individuals nominated for election to the Board of Directors than positions to be filled, the individuals receiving the greater number of votes shall be elected.

(iii) The election shall be conducted by electronic means.

(c) The CEO shall have the term set forth in Article III. The term of each other member of the Board of Directors shall extend for four (4) years, if such director's term commenced before the Effective Date; for either three (3) or four (4) years, as determined in the sole discretion of the Board of Directors serving at the time of each election with respect to terms beginning in 2025 through 2028; and for three (3) years, if such director's term commences in 2029 or a later year. Decisions of the Board of Directors in allocating three (3) and four (4) year terms during the period beginning in 2025 and ending in 2028 shall consider the importance of maintaining staggered terms, the international nature of the association's Membership, as well as diversity in gender and medical specialty. Additionally, if determined by the members of the Board of Directors at the time of the election of directors whose terms will commence in 2029 to be in the best interests of the Association, the terms of certain directors whose terms will commence in 2029 will extend for four (4) years; provided, however, that the transition to three (3) year terms shall not extend beyond 2029. Each director's term shall begin at the business meeting of the World Conference following his or her election and shall end upon the expiration of his or her term or, if later, upon the election and qualification of his or her successors. Directors may not be elected for more than one term, unless they are serving as the President-Elect, President or Past-President following their terms as directors or the director was appointed to fill a vacancy mid-term. A decrease in the number of directors or in the term of office does not shorten an incumbent director's term, and a director appointed to fill a vacancy mid-term may be elected for a full term after the end of the unexpired term that such director is filling.

Section 2.2 *Regular Meetings.* Regular meetings of the Board of Directors shall be held at least twice each year, at such place, day, and hour as the President may determine and as shall be stated in written notice given to each member of the Board of Directors pursuant to Section 2.11. Failure to hold a regular meeting of the Board of Directors does not affect the validity of any corporate action.

Section 2.3 *Special Meetings.* Special meetings of the Board of Directors may be called at any time by the President or by a majority of the members of the Board of Directors. Special meetings shall be held at such place, day, and hour as the President may determine. Notice of each special meeting shall be given to each member of the Board of Directors pursuant to Section 2.11.

Section 2.4 *Remote Attendance.* The Board of Directors may permit any director (or any member of any Board Committee or Non-Board Committee) to participate in a meeting of the Board of Directors (or such Board Committee or Non-Board Committee)

through the use of any means of communication by which all directors (or other Non-Board Committee members) participating in the meeting can hear each other during the meeting. A director (or other Non-Board Committee member) participating in a meeting in this manner is deemed to be present in person at the meeting.

Section 2.5 *Quorum; Voting.*

(a) A quorum at all meetings of the Board of Directors shall consist of a majority of the directors holding office. Less than a quorum may adjourn from time to time without further notice until a quorum is secured.

(b) Except as provided specifically to the contrary by these Bylaws, the act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors. A member of the Board of Directors who attends a meeting of the Board of Directors is deemed to have agreed to all actions taken at the meeting, unless he or she does one of the following: (i) the director objects at the beginning of the meeting, or promptly upon arrival, to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken; (ii) the director contemporaneously requests that the director's dissent or abstention as to any specific action taken be entered in the minutes; or (iii) the director submits written notice of the director's dissent or abstention as to any specific action to the presiding officer of the meeting before adjournment, or to the Association promptly after adjournment. The right of dissent or abstention is not available to a director who votes in favor of the action taken.

(c) For purposes of determining a quorum and for purposes of casting a vote, proxies are not permitted.

Section 2.6 *Vacancies.* The Board of Directors may fill any vacancies, excluding a vacancy resulting from an increase in the number of directors, by appointing directors. In such case, the Board of Directors may fill the vacancy even though the directors remaining in office constitute fewer than a quorum of the Board of Directors. Any vacancy in the Board of Directors resulting from an increase in the number of directors shall be filled by the Voting Members of the Association pursuant to the procedures set forth in Section 2.1(b). A director elected by the Board of Directors to fill a vacancy shall be elected for the unexpired term of such person's predecessor in office and until such person's successor is duly elected and shall have qualified.

Section 2.7 *Committees.*

(a) Board Committees. The Board of Directors may establish, by a resolution adopted by a majority of the members of the Board of Directors then in office, one or more committees or other bodies of any kind, each of which shall have and may exercise such authority in the management of the Association as shall be provided in such resolution. Membership on Board Committees shall be limited to members of the Board of Directors, unless otherwise specified below. Board Committees shall include, but are not limited to:

(i) Executive Committee. The Board of Directors may by resolution authorize the formation of an Executive Committee of the Board of

Directors, which, if authorized, shall consist of the President, the President-Elect, the Past-President (provided that such individuals continue as members of the Board of Directors), the Secretary, the Treasurer, the CEO (ex-officio, nonvoting) and such other members of the Board of Directors, if any, as determined by the Board of Directors. The President shall be the chairperson of the Executive Committee. The Executive Committee shall have the power to transact all regular business of the Association during the period between Board meetings, subject to any limitation imposed by the Board of Directors, by the Bylaws, or by the law. When the Executive Committee takes any action, the action taken shall be reported to the Board at the next meeting of the Board of Directors.

(ii) Finance Committee. There shall be a Finance Committee of the Association, which shall consist of up to five (5) directors and may have additional non-director advisors. The Treasurer shall be the chairperson of the Finance Committee. Every member of the Board of Directors, other than the President, must serve on either the Finance, Audit or Governance Committee, so any member of the Board of Directors who is on neither the Audit nor Governance Committee shall serve on the Finance Committee. Neither the President nor Employees of the Association may be members of the Finance Committee. The Finance Committee shall review the draft annual budget and submit a final budget to the Board for approval. The Finance Committee shall review the performance of the Association's investment advisors and investment managers and report to the Board of Directors the results of the performance and recommend changes as appropriate.

(iii) Audit Committee. There shall be an Audit Committee of the Association, which shall consist of up to five (5) directors and may have additional non-director advisors. The Secretary shall be the chairperson of the Audit Committee. Every member of the Board of Directors, other than the President, must serve on either the Finance, Audit or Governance Committee, so any member of the Board of Directors who is on neither the Finance nor Governance Committee shall serve on the Audit Committee. Neither the President, the Treasurer nor Employees of the Association may be members of the Audit Committee. The Audit Committee shall assist the Board of Directors in its oversight of the Association's internal control systems, risk mitigation, financial reporting and compliance with legal and ethical standards. The Audit Committee shall recommend an independent audit firm for the Association to the Board, and shall receive, review and report to the Board on the resulting audit and management letter and any related reports. The Audit Committee shall serve as the primary contact for the Association's independent auditors regarding issues for presentation to the Board of Directors. The Audit Committee shall, together with the Governance Committee, be responsible for compliance with legal and ethical standards and administration of the Association's Whistleblower Policy, attached as Appendix B to these Bylaws.

(iv) Nominating Committee. There shall be a Nominating Committee of the Association, and the committee shall consist of the Past-President, Treasurer and such other individuals who shall be appointed from time to time by the President with the approval of the Board of Directors. The chairperson shall be the



Past-President. The Committee shall, after giving due consideration to the needs for continuity in the Association's governance, the international nature of the association's Membership, and diversity in gender and medical specialty, be responsible for the nomination of candidates for election as officers and directors of the Association.

(v) Governance Committee. There shall be a Governance Committee, which shall consist of at least five (5) members of the Board of Directors appointed from time to time by the President with the approval of the Board of Directors. The chairperson shall be the President-Elect. Every member of the Board of Directors, other than the President, must serve on either the Finance, Audit or Governance Committee, so any member of the Board of Directors who is on neither the Audit nor Finance Committee shall serve on the Governance Committee. The President may not serve on the Governance Committee. The governance committee shall periodically review the governing documents and propose such changes as may seem necessary after giving due consideration to the needs for continuity in the Association's governance, the international nature of the Association's Membership, and diversity in gender and medical specialty. The Governance Committee shall also be responsible for the administration of the Association's Conflict of Interest Policy, attached as Appendix A to these Bylaws and, together with the Audit Committee, compliance with legal and ethical standards and administration of the Association's Whistleblower Policy, attached as Appendix B to these Bylaws.

(b) Non-Board Committees. The President may establish such other committees, taskforces, panels, advisory boards, or other bodies of any kind, which shall be designated as Non-Board Committees. Such Non-Board Committees shall have and may exercise such authority in the management of the Association as shall be provided by the CEO and, as applicable, the Board of Directors; provided, however, that such Non-Board Committees have neither budgetary authority nor authority with respect to the Association's governance. Each such Non-Board Committee shall serve as an advisor to the Association, unless Association management authority is delegated to such Non-Board Committee. Membership on Non-Board Committees shall not be limited to members of the Board of Directors; however, each member of a Non-Board Committee must be a Member.

(c) Recordkeeping Obligations. Each committee of the Board of Directors shall keep regular minutes of its actions and shall report its actions at the next meeting of the Board of Directors following such actions.

(d) Restrictions on Committees. No committee shall have the power or authority to: authorize distributions; elect, appoint or remove any director; amend, restate, alter, or repeal the Articles of Incorporation; amend, alter, or repeal these or any other Bylaws of the Association; approve a plan of merger; approve a sale, lease, exchange, or other disposition of all or substantially all of the property of the Association, other than in the usual and regular course of business; or take any other action prohibited by law.

Section 2.8 *Resignation.* A director may resign at any time by giving written notice of resignation to the President and CEO. The resignation is effective when the notice is received by the Association unless the notice specifies a later effective date.

Section 2.9 *Removal*. Any member of the Board of Directors may be removed, with or without cause, by two-thirds (2/3) of the members of the Board of Directors then in office.

Section 2.10 *Action Without a Meeting*. Any action required by law to be taken at a meeting of the Board of Directors, or any committee thereof, or any other action which may be taken at a meeting of directors, or any committee thereof, may be taken without a meeting if notice is transmitted in writing to each member of the Board of Directors, or each member of any committee of the Board of Directors, and each such member of the Board of Directors, or member of any committee of the Board of Directors, by the time stated in the notice, (a) does not demand that action not be taken without a meeting, other than a demand that is revoked, and (b) either: (i) votes for such action, (ii) votes against such action, (iii) abstains from voting or (iv) fails to respond or vote. Action is taken only if the affirmative votes for such action equal or exceed the minimum number of votes that would be necessary to take such action at a meeting at which all of the members of the Board of Directors then in office were present and voted. The action shall be effective only if there are writings which describe the action that are signed (electronic signatures are adequate) by members of the Board of Directors, and such writings are received by the Association and filed with the minutes. Any such writings may be received by electronically transmitted facsimile or other form of wire or wireless communication providing the Association with a complete copy of the document including a copy of the signature. Actions taken shall be effective when the last writing necessary to effect the action is received by the Association unless the writings set forth a different date. Any director who has signed a writing may revoke it by a writing signed, dated and stating the prior vote is revoked. However, such writing must be received by the Association before the last writing necessary to effect the action is received. All such actions shall have the same effect as action taken at a meeting.

Section 2.11 *Notice*. Notice of the date, time, place and purpose of any special meeting or any other meeting for which notice is required shall be given to each director (or other Non-Board Committee member) at least two days prior to the meeting. Notice may be given orally in person or by telephone or may be given in writing by electronic mail or such other method of delivery required by applicable law. If notice is given orally in person or by telephone it is effective when communicated. If notice is given by electronic mail, such notice shall be deemed to be given and to be effective as of the date and time of machine confirmation of delivery. Notice given by any other legally required method of delivery shall be deemed to be given and effective in accordance with applicable law. If a director (or other Non-Board Committee member) has designated in writing one or more reasonable electronic mail addresses for delivery of notice, notice sent by electronic mail shall not be deemed to have been given or to be effective unless sent to all electronic mail addresses provided by such individual. The delivery requirements for any other applicable method of notice shall be satisfied in accordance with applicable law.

Section 2.12 *Waiver of Notice*. A director (or Non-Board Committee member) may waive notice of a meeting before or after the time and date of the meeting by a writing signed (electronic signatures are adequate) by the director (or Non-Board Committee member). Such waiver shall be delivered to the Secretary for filing with the Association records, but such delivery and filing shall not be conditions to the effectiveness of the waiver. Further, a

director's (or other Non-Board Committee member's) attendance at or participation in a meeting waives any required notice to such individual of the meeting unless at the beginning of the meeting, or promptly upon such individual's later arrival, the director (or other Non-Board Committee member) objects to holding the meeting or transacting business at the meeting because of lack of notice or defective notice and does not thereafter vote for or assent to action taken at the meeting.

Section 2.13 *Standards of Conduct for Directors.* Each director shall perform his or her duties as a director, including without limitation his or her duties as a member of any committee of the Board, in good faith, in a manner the director reasonably believes to be in the best interests of the Association, and with the care an ordinarily prudent person in a like position would exercise under similar circumstances. In the performance of his or her duties a director shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, in each case prepared or presented by the persons designated below. However, a director shall not be considered to be acting in good faith if the director has knowledge concerning the matter in question that would cause such reliance to be unwarranted. A director shall not be liable to the Association or its members for any action the director takes or omits to take as a director if, in connection with such action or omission, the director performs such duties in compliance with this Section. A director, regardless of title, shall not be deemed to be a trustee with respect to the Association or with respect to any property held or administered by the Association including, without limitation, property that may be subject to restrictions by the donor or transferor of such property.

The designated persons on whom a director is entitled to rely are: (a) one or more officers or employees of the Association whom the director reasonably believes to be reliable and competent in the matters presented; (b) legal counsel, a public accountant, or other person as to matters which the director reasonably believes to be within such person's professional or expert competence; or (c) a committee of the Board of Directors on which the director does not serve if the director reasonably believes the committee merits confidence.

Directors will attend all meetings of the Board of Directors. All apologies for non-attendance should be discussed with the President and an attendance record will be maintained. Any director whose attendance is considered to be unsatisfactory within a twelve-month period will be required to demonstrate to the Board of Directors his or her continued suitability to serve as a member of the Board of Directors.

Non-Director Committee members shall observe the standards of conduct that apply to the Board of Directors.

Section 2.14 *Conflicts of Interest.* In the event of a conflict of interest or a potential conflict of interest, the Board of Directors shall comply with the Conflict of Interest Policy, attached as Appendix A.

Section 2.15 *Compensation.* Members of the Board of Directors, with the exception of the CEO (who shall be compensated in accordance with Section 3.7), shall not receive compensation for serving as directors. However, the Association shall reimburse any member

of the Board of Directors for reasonable expenses incurred in connection with service on the Board.

### **ARTICLE III OFFICERS**

Section 3.1 *General.* The officers of the Association shall be a President-Elect, President, Past-President, Secretary, Treasurer, CEO and CFO. Any individual may not hold more than one office. All officers, other than the CFO, shall be members of the Board of Directors. A candidate for President-Elect must have served as a member of the Board of Directors and not be eligible for reelection to the Board of Directors at the time of the election due to the completion of his or her term after his or her election by the Voting Members. A candidate for Secretary or Treasurer with a term starting on or after the Effective Date must be a Member who, at the time of his or her appointment by the President, subject to ratification by the Board of Directors, has served as a member of the Board of Directors for at least one (1) year after his or her election by the Voting Members as a member of the Board of Directors. An individual who previously served as the President-Elect, President and/or Past President shall not be eligible for appointment as the Secretary or Treasurer. An individual shall not be eligible to serve in an officer position, other than the CEO and CFO officer positions, after he or she has served one term in that officer position. An individual who has served as Secretary shall not be eligible to serve as Treasurer, and an individual who has served as Treasurer shall not be eligible to serve as Secretary.

Section 3.2 *Election.* Not later than ninety (90) days prior to the Association World Conference, the Nominating Committee shall nominate candidates for election to the offices of the President (if there is no President-Elect), and the President-Elect if the term of the individual currently serving in such officer position will expire at the time of the business meeting that will be held during such Association World Conference. Such officers shall be elected by a quorum of the Voting Members, where the candidates receiving the greatest number of votes for each such office shall be elected to such office. The election shall be conducted by electronic means. The CEO and CFO shall be employees of the Association. The Secretary and Treasurer shall be appointed by the President, subject to ratification by the Board of Directors. The CEO is hired by and reports to the Board of Directors. The CFO is hired by and reports to the CEO.

Section 3.3 *Terms.*

(a) The President-Elect shall automatically succeed to the office of President at the conclusion of the President's term, and the outgoing President shall automatically become the Past-President following the conclusion of his or her term as President. Each President and Past-President who was elected to any of these offices by the Voting Members prior to the Effective Date shall have a term of two (2) years in each of the offices of President and Past-President, as applicable. The President-Elect who is in office on the Effective Date shall have a term of two (2) years in each of the offices of President-Elect and President, and a one (1) year term in the office of Past-President. Each President-Elect, President and Past-President who is first elected by the Voting Members to any of these offices on or after the Effective Date shall have a two (2) year term in each such office, as applicable,

until the President-Elect who was in office on the Effective Date completes his or her term as President, at which time each President-Elect, President and Past-President shall serve in each such office for a one (1) year term. In the event that a President-Elect must serve the remaining term of a President due to incapacity of such President, the President-Elect may serve as President during the remainder of his or her term as President-Elect (the length of which shall be determined under this Section 3.3) in addition to during the term that would have commenced after the conclusion of his or her term as President-Elect.

(b) Each Secretary and Treasurer appointed by the President, subject to ratification by the Board of Directors, and shall have a term that runs concurrently with the term of the appointing President and such appointee's term as a member of the Board of Directors. For clarity, if the President appointing such Secretary and Treasurer has a two (2) year term as President under Section 3.3(a), the Secretary and Treasurer shall have that same two (2) year term, and if the President appointing such Secretary and Treasurer has a one (1) year term as President under Section 3.3(a), the Secretary and Treasurer shall have that same one (1) year term.

(c) The adoption of these Bylaws does not shorten an incumbent officer's term. The CEO and CFO shall serve until their employment as such with the Association is terminated.

Section 3.4 *Powers and Duties.* The officers of the Association shall exercise and perform the respective powers, duties, and functions as are stated below and as may be assigned to them by the Board of Directors.

(a) The President shall be the Chairperson and a member of the Board of Directors of the Association and shall preside at all meetings of the Board. He or she shall also perform all duties incident to the office of President and such other duties as may be assigned by the Board of Directors from time to time.

(b) The President-Elect and Past-President shall assist the President and shall perform such duties as may be assigned to him or her by the President. In the absence of the President, the Past-President or, if none, or in the absence of the Past-President, the President-Elect, shall have the powers and perform the duties of the President. The President-Elect and Past-President shall also perform all duties incident to the office of President-Elect and Past-President, respectively, as may be assigned by the Board of Directors from time to time.

(c) The Chief Executive Officer ("CEO") shall attend to the execution of the routine activities of the Association between meetings of the Board of Directors. The CEO will propose, prepare and present to the President and the Board of Directors specific programs and activities that will further the Association's purposes; direct and supervise the implementation of the programs and activities approved by the President or the Board of Directors; and perform all other duties and responsibilities as from time to time may be assigned to the CEO by the President or the Board of Directors. The CEO shall be selected and hired by the Board of Directors as an Association employee.



(d) The Chief Financial Officer (“CFO”) shall be the principal financial officer of the Association, shall have the care and custody of all funds, evidences of indebtedness and other personal property of the Association and shall deposit the same in accordance with the instructions of the Board of Directors. The CFO shall receive and give receipts and acquittances for money paid in on account of the Association, and shall pay out of the Association’s funds on hand all bills, payrolls and other just debts of the Association of whatever nature upon maturity. The CFO shall perform all other duties incident to such office and, upon request of the Board of Directors, shall make such reports to it as may be required at any time. The CFO shall also be the principal accounting officer of the Association. The CFO shall prescribe and maintain the methods and systems of accounting to be followed, keep complete books and records of account as required by the Colorado Revised Nonprofit Corporation Act (“Act”), prepare and file all local, state and federal tax returns, prescribe and maintain an adequate system of internal controls and prepare and furnish to the Board of Directors and the President and CEO statements of account showing the financial position of the Association and the results of its operations. The CFO shall have such other powers and perform such other duties as may from time to time be prescribed by the Board of Directors or the CEO. The CFO shall be selected and hired by the CEO as an Association employee.

(e) The Treasurer shall perform such duties incident to such office and as from time to time may be assigned to the Treasurer by the Board of Directors or the President; provided, however, the Treasurer shall not have any day-to-day oversight responsibilities for funds of the Association. The Treasurer shall, as needed, coordinate with the CFO to submit an annual financial report to the Association at the annual meeting of the directors and such other reports as the Board of Directors may from time to time require. The Treasurer shall act as the principal contact between the Board of Directors and the CFO. The Treasurer may rely on the Association’s staff members who are responsible for performing certain actions incident to the Treasurer’s office, including oversight of the financial affairs of the Association.

(f) The Secretary shall perform such duties incident to such office and as from time to time may be assigned to the Secretary by the Board of Directors or the President; provided, however, the Association shall be the custodian of the Association’s records and the Secretary shall not have any day-to-day oversight responsibilities for the Association’s records and information or their maintenance or authentication. The Secretary shall, as needed, coordinate with Association staff regarding review of minutes of meetings of the Members, Board of Directors and of any committees of the Board of Directors. The Secretary may rely on the Association staff members who are responsible for performing certain actions incident to the Secretary’s office, including preparation and maintenance of meeting minutes and oversight and authentication of the Association’s records.

Section 3.5 *Resignation and Removal.* An officer may resign at any time by giving written notice of resignation to the President and CEO. The resignation is effective when the notice is received by the Association unless the notice specifies a later effective date. Any officer appointed by the Board of Directors may be removed at any time by the Board of Directors, or any officer authorized by the Board of Directors to remove such officer, with or without cause. Any officer or agent elected or appointed by the Voting Members may be removed by the Voting Members whenever in their judgments such removal will serve the best interests of the Association.

Section 3.6 *Vacancies.* A vacancy in any office because of the death, resignation, removal, disqualification, or otherwise, of an officer, regardless of his or her election or appointment by the Board of Directors, may be filled by the Board of Directors for the unexpired portion of the term. A vacancy in any office, however occurring, may be filled by the Board of Directors for the unexpired portion of the officer's term. If an officer resigns and the resignation is made effective at a later date, the Board of Directors may permit the officer to remain in office until the effective date and may fill the pending vacancy before the effective date if the Board of Directors provided that the successor shall not take office until the effective date. In the alternative, the Board of Directors may remove the officer at any time before the effective date and fill the resulting vacancy.

Section 3.7 *Compensation.* Except as otherwise provided in this Article III with respect to the CEO and CFO, each of whom shall be paid reasonable compensation as an Association employee, officers shall not receive compensation for serving in such office. However, the Association shall reimburse any officer for all reasonable expenses incurred by such individual in connection with services rendered to or for the Association.

Section 3.8 *Standards of Conduct.* Officers shall observe the standards of conduct that apply to the Board of Directors.

#### **ARTICLE IV INDEMNIFICATION**

The Association shall indemnify to the maximum extent permitted by law any person who is or was a director or officer of the Association against any claim, liability or expense arising against or incurred by such person made party to a proceeding because he or she is or was a director or officer of the Association or because he or she is or was serving another entity as a director or officer, partner, trustee, employee, fiduciary or agent at the Association's request. The Association shall further have the authority to the maximum extent permitted by law to purchase and maintain insurance providing such indemnification.

#### **ARTICLE V CONTRACTS, LOAN, AND DEPOSITS**

Section 5.1 *Contracts.* The Board of Directors may authorize any officer or officers, agent or agents to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Association, and such authority may be general or confined to specific instances.

Section 5.2 *Loans.* No loans shall be contracted for on behalf of the Association and no evidence of indebtedness shall be issued in the name of the Association unless authorized by a resolution of the Board of Directors. Such authority may be general if confined to a specific dollar limit determined from time to time by resolution of the Board of Directors and shall otherwise be confined to specific instances. No loan shall be made to any officer, director or Member of the Association.

Section 5.3 *Property.* The property of the Association, unless otherwise directed by donors, shall be held and applied in promoting the general purposes of the Association declared in its Articles of Incorporation. No real estate belonging to the Association shall be conveyed or encumbered except by authority of a majority vote of the Board of Directors of the Association. Any such conveyance or encumbrance of real estate shall be executed in such manner as shall from time to time be determined by resolution of the Board of Directors.

Section 5.4 *Checks, Drafts, and Notes.* All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the Association shall be signed by such officer or officers, agent or agents of the Association and in such manner as shall from time to time be determined by the resolution of the Board of Directors

Section 5.5 *Deposits.* All funds of the Association not otherwise employed shall be deposited to the credit of the Association as soon as practicable in such banks, trust companies, or other custodians as the Board of Directors may select.

Section 5.6 *Investment Managers.* The Board of Directors shall have the authority to designate any bank, trust company, brokerage firm, or investment advisor to manage, invest, and maintain the custody of the assets of the Association.

Section 5.7 *Fiscal Year.* The fiscal year of the Association shall end on December 31 of each year.

## **ARTICLE VI AMENDMENTS**

These Bylaws may be amended, altered, or repealed and new Bylaws may be adopted by a vote of the Voting Members, provided that notice of the proposed amendment, alteration, or repeal shall have been delivered to each Voting Member of the Association with the notice of the meeting at which the proposed amendment, alteration, or repeal will be presented to the Voting Members for action.

## **ARTICLE VII MISCELLANEOUS**

Section 7.1 *Corporate Documents.* The Association shall comply with the Association's Records Retention Policy adopted by the Association.

Section 7.2 *Whistleblower Policy.* The Association shall comply with the Whistleblower Policy, attached as Exhibit B to these Bylaws.

Section 7.3 *Definitions.* Except as otherwise specifically provided in these Bylaws, all terms used in these Bylaws shall have the same definition as in the Act.

CERTIFICATE

I, Karen Kelly, M.D., do hereby certify that the above Bylaws were approved and adopted by the Voting Members, effective as of January 27, 2025.

International Association for the Study of Lung Cancer

DocuSigned by:  
By: *Karen Kelly, MD* Date: January 27, 2025  
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Karen Kelly, M.D.  
CEO, IASLC

## APPENDIX A

### CONFLICT OF INTEREST POLICY

#### ARTICLE I PURPOSE

The International Association for the Study of Lung Cancer (“Association”) Board of Directors acknowledges that conflicts of interest may occasionally arise and that neither the elimination from the Board of Directors or officer or committee positions of all persons who might potentially have any such conflict nor the avoidance of all transactions involving a conflict of interest would necessarily serve the best interests of the Association. Nonetheless, each Association Board of Directors member, officer and committee member is encouraged to avoid undisclosed conflicts of interest and to refrain from influencing the Association’s action on a matter in which such director, officer or committee member is financially interested or otherwise conflicted. It is therefore the policy of the Association to avoid the participation of any director, officer or committee member in the Association’s consideration of a matter which poses a conflict of interest for that director, officer or committee member.

The purpose of this conflict of interest policy is to protect the interests of the Association when the Association is contemplating entering into a transaction or arrangement or otherwise discussing a matter that might benefit the private interest of a director, officer or committee member of the Association, result in a possible excess benefit transaction or otherwise pose a conflict of interest with respect to an Association director, officer or committee member. This policy is intended to supplement but not replace any provisions of the Association Bylaws or any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

#### ARTICLE II DEFINITIONS

Section 2.1 *Interested Person.* Interested Person means any director, officer or member of a committee with powers delegated by the Board of Directors who has a direct or indirect Potential Conflict of Interest.

Section 2.2 *Potential Conflicts of Interest.*

(a) *Financial Interest.* Financial Interest means any of the following interests or arrangements, either direct or indirect (through business, investment, or family):

(i) An ownership or investment interest in any entity with which the Association has a transaction or arrangement;

(ii) A compensation arrangement with the Association or with any entity or individual with which the Association has a transaction or arrangement; or

(iii) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Association is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

(b) *Other Potential Conflict of Interest.* Any action by or position or interest that could be considered contrary to the principles of the Association. Examples of such Other Potential Conflicts of



Interest would include, but not be limited to, the acceptance of money (i) in connection with mesothelioma consulting or testimony, or (ii) from a tobacco company or a company that manufactures or sells electronic nicotine delivery systems (“ENDS”) and/or the components or parts of ENDS, as defined by the Food and Drug Administration.

While a Financial Interest that involves the potential for significant direct or indirect benefit to a director is deemed to be a Conflict of Interest, a Potential Conflict of Interest is not necessarily a conflict of interest. An Interested Person who has a Potential Conflict of Interest will have a conflict of interest only if the Association’s Chief Executive Officer (“CEO”), a committee designated by the Board of Directors or the Board of Directors decides under Section 3.2 of this policy that a conflict of interest exists.

### ARTICLE III PROCEDURES

Section 3.1 *Duty to Disclose.* In connection with any material Potential Conflict of Interest, an Interested Person must disclose the existence of the Potential Conflict of Interest and be given the opportunity to disclose all related material facts. Such disclosures shall be made at the time when the Potential Conflict of Interest first exists or, if later, the date when the Interested Person first becomes aware that the Potential Conflict of Interest exists. If disclosure occurs outside of a meeting of the Board of Directors, it shall be made to the Association’s CEO, who shall report such disclosure to the President. If disclosure occurs during a Board of Directors meeting, it shall be made to the Board of Directors.

Section 3.2 *Determining Whether a Conflict of Interest Exists.* If disclosure occurs outside of a meeting of the Board of Directors, after disclosure of the Potential Conflict of Interest and all material facts and after any discussion with the Interested Person, the Association’s CEO shall determine whether a conflict of interest exists or, if the Association’s CEO is unsure as to whether a conflict of interest exists, the committee designated by the Board of Directors, shall determine whether a conflict of interest exists. If disclosure occurs during a meeting of the Board of Directors, after disclosure of the Potential Conflict of Interest and all material facts and after any discussion with the Interested Person, the Interested Person shall leave the Board of Directors meeting while the determination of a conflict of interest is discussed and voted upon. The remaining members of the Board of Directors shall decide if a conflict of interest exists.

Section 3.3 *Procedures for Addressing the Conflict of Interest.* After it has been decided that there is a conflict of interest, the Board of Directors shall comply with the following procedures.

(a) The Interested Person may make a presentation at the Board of Directors meeting regarding the conflict of interest, but after the presentation, the Interested Person shall leave the meeting.

(b) After the Interested Person leaves the meeting, the remaining members of the Board of Directors will discuss and vote on the transaction, matter or arrangement involving the conflict of interest, as appropriate.

(c) The individual presiding at the Board of Directors meeting shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

(d) After exercising due diligence, the Board of Directors, at a meeting at which the disinterested directors constitute a quorum shall:

(i) To the extent that a conflict of interest involves a Financial Interest, the Board of Directors shall determine whether the Association can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances that would not produce a conflict of interest, the Board of Directors shall determine, by a majority vote of the disinterested directors, whether the transaction or arrangement is in the Association's best interest, for the Association's benefit, and whether it is fair and reasonable. In conformity with the above determination the Board of Directors shall make its decision regarding the transaction or arrangement.

(ii) To the extent that a conflict of interest is a result of an action by or position or interest of an Interested Person that is considered contrary to the principles of the Association, the Board of Directors shall determine, by a majority vote of the disinterested directors, whether the Association should limit or otherwise prohibit such Interested Person's participation in Board of Directors discussions and/or voting. In conducting such discussion and vote, the Board of Directors must consider whether such conflict of interest is inherently contradictory to the purpose of the Association, such as the acceptance of funding from the tobacco and related industries by an Interested Person.

Section 3.4 *Violations of the Conflicts of Interest Policy.*

(a) If the Board of Directors has reasonable cause to believe that an Interested Person has failed to disclose a Potential Conflict of Interest, it shall inform such Interested Person of the basis for such belief and afford the Interested Person an opportunity to explain the alleged failure to disclose.

(b) If the Board of Directors determines the Interested Person has failed to disclose a Potential Conflict of Interest, after hearing the Interested Person's response and performing a further investigation as warranted by the circumstances, it shall take appropriate disciplinary and corrective action.

**ARTICLE IV  
RECORDS OF PROCEEDINGS**

The minutes of the Board of Directors meeting at which a Potential Conflict of Interest was disclosed shall contain:

(a) The names of the persons who disclosed or otherwise were found to have a Potential Conflict of Interest, the nature of the Potential Conflict of Interest, any action taken to determine whether a conflict of interest was present and the Board of Directors' decision as to whether a conflict of interest in fact existed.

(b) The names of the persons who were present for discussions and votes relating to such transaction or arrangement, the content of the discussion, any proposed alternatives to the proposed transaction or arrangement and records of any votes taken in connection with the proceedings.

Conflicts of Interest shall be disclosed to the Board of Directors by the President no less than annually and will be publicized to Association members.

**ARTICLE V  
STATEMENTS OF UNDERSTANDING**

Each director, officer and committee member shall sign a statement upon the adoption of this conflict of interest policy or, if later, his or her appointment to such position. The statement shall affirm that he or she:

- (a) Has received a copy of this conflicts of interest policy;
- (b) Has read and understands the policy;
- (c) Has agreed to comply with the policy; and
- (d) Understands that the Association is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

**ARTICLE VI  
PERIODIC REVIEWS**

To ensure that the Association operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include a review of whether partnerships, joint ventures, and arrangements with management organizations conform to the Association's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or an excess benefit transaction.

**ARTICLE VII  
USE OF OUTSIDE EXPERTS**

When conducting the periodic reviews, as provided for in Article VI, the Association may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board of Directors of its responsibility for ensuring that periodic reviews are conducted.

## APPENDIX B

### WHISTLEBLOWER POLICY

This policy states the position of International Association for the Study of Lung Cancer (“Association”) on Whistleblowers. The Association is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules, and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of the members of its Board of Directors, officers, employees, and volunteers. This policy outlines a procedure for Board of Directors members, officers and employees to report actions that they believe to violate a law or regulation and actions that they believe constitute fraudulent accounting or other practices. This policy applies to any matter which is related to the Association’s business and does not relate to private acts of an individual not connected to the business of the Association.

If a Board of Directors member, officer, employee or volunteer has a reasonable belief that the Association or any Association representative has engaged in any action that violates an applicable law or regulation, including those actions concerning accounting and auditing, or has engaged in any action that constitutes a fraudulent practice, such individual is expected to immediately report such information in writing to the Chief Executive Officer (“CEO”). If the reporting individual does not feel comfortable reporting the information to the CEO, he or she is expected to report the information in writing to the President of the Board of Directors.

All reports will be followed up promptly, and an investigation will be conducted. In conducting its investigations, the Association will strive to keep the identity of the reporting individual as confidential as possible, while conducting the investigation.

The Association will not retaliate against a reporting individual (including retaliation with respect to the terms and conditions of an employee’s employment) because he or she: (a) reports to a supervisor, to the CEO, the Board of Directors, or to a federal, state, or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding; or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee’s rights.

The Association may take disciplinary action (up to and including termination) against a reporting individual who, in the Board of Director’s assessment, has engaged in retaliatory conduct in violation of this policy.

Any reporting individual 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.

In addition, the Association will not, with the intent to retaliate, take any action harmful to any reporting individual who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by the Association or any of its representatives of a violation of any applicable law or regulation.

The Association’s Board of Directors, the CEO and Association supervisors will be trained of this policy and the Association’s prohibition against retaliation in accordance with this policy.