PO Box 86027 Los Angeles CA 90086
www.streetsymphony.org

Board of Directors
Whistleblower Policy
May 29, 2019

Street Symphony Project, Inc, (herein referred to as "Street Symphony") requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Street Symphony, 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 employees and others to raise serious concerns internally so that Street Symphony can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Street Symphony's code of ethics or suspected violations of law or regulations that govern Street Symphony's operations.

No Retaliation
It is contrary to the values of Street Symphony for anyone to retaliate against any board member, officer, employee or volunteer 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 Street Symphony. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure
Street Symphony has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with Georgia Berkovich (Board Member). Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to Ms. Berkovich, who has the responsibility, with the Board of Directors, to investigate all reported complaints. Employees with

concerns or complaints may also submit their concerns in writing directly to their supervisor, or the Artistic Director, or the organization's Compliance Officer (Georgia Berkovich).

Compliance Officer: Georgia Berkovich
Street Symphony's Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Artistic Director and the Board of Directors of all complaints and their resolution and will report at least annually to the entire Board of Directors on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters
Ms. Berkovich shall immediately notify the Audit Committee/Finance Committee of any concerns or complaint 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
Ms. Berkovich 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.

Vijay Gupta
Founder and Artistic Director, Street Symphony
gupta@streetsymphony.org
Policy approved by the Board of Directors on 5/29/2019