



There have been **no cases** where the Anti-discrimination policies on racial, religious or sexual orientation was implemented nor needed.

**Name:** Victor Isola

**Position:** Ethics Commission Liaison

**Date:** 17.12.2019

**Signature**

A handwritten signature in blue ink is written over a horizontal line. The signature is stylized and appears to read 'Victor Isola'.



There have been **no cases** where internal decisions have been appealed.

**Name:** Michael Schmidt

**Position:** Executive Director

**Date:** 20.12.2019

**Signature**

A handwritten signature in black ink, appearing to read 'M. Schmidt', is written over a horizontal line. The signature is fluid and cursive, with the first letter 'M' being particularly large and stylized.



There have been **no cases** where the Whistle-blower policy was implemented nor needed.

**Name:** Victor Isola

**Position:** Ethics Commission Liaison

**Date:** 17.12.2019

**Signature**

A handwritten signature in blue ink, which appears to be 'Victor Isola', is written over a horizontal line. The signature is fluid and stylized, with a long horizontal stroke extending to the right.