



VOEC <valliantethicscommission@gmail.com>

VOEC Complaint

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Wed, Nov 5, 2025 at 3:19 PM

To: Yacoob Modan <modanyacoob@gmail.com>, Foundation Valliant <valliantfoundation@gmail.com>

Though we ordinarily would not intervene in this way, we consider the circumstances to be extenuating.

We have received a report of physical intimidation that you may have committed. We take this report very seriously, and, if true, would likely be comparable to "severe and pervasive" harassment as defined by Title VII, as well as "direct hostility" which the Bylaws define as a mandatory L-3 violation, resulting in immediate termination.

The Bylaws empower us to:

1. Issue Warnings:

- Provide verbal or written warnings to the parties involved.
- Issue final written warnings when necessary.

2. Terminate Employment:

- Terminate any individual's position within the organization, except for board members, who require a vote by the board they serve on for removal.

While we have interpreted these in the context of the provisions which provide for internal judicial proceedings, there is no explicit requirement of a hearing before either sanction is imposed.

Therefore, as a preliminary measure, VOEC has decided to issue a preliminary suspension.

Your powers and rights as CEO are suspended effective immediately.

You may contest this determination by requesting a hearing as part of the complaint process.

VOEC

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