

## Mission 72 Whistleblower Policy

This policy is intended to promote a culture of safety and transparency by encouraging any leader, member, or attender of Mission 72 to report suspected or actual occurrences of illegal, unethical, immoral, or inappropriate events (behaviors or practices) without retribution.

1. The whistleblower should promptly report the suspected or actual event to his or her direct supervisor.
2. If the whistleblower would be uncomfortable or otherwise reluctant to report to his or her supervisor or assigned member of the leadership team, then the whistleblower could report the event to the next highest or another level of management, including to the appropriate Patria board member (outside oversight).
3. The whistleblower can report the event with his or her identity or anonymously.
4. The whistleblower shall receive no retaliation or retribution for a report that was provided in good faith which was not done primarily with malice to damage another or the organization.
5. A whistleblower who makes a report that is not done in good faith will be subject to discipline, including termination of any leadership or employment role, or other legal means to protect the reputation of the organization and members of its board and staff.
6. Anyone who retaliates against the whistleblower will be subject to discipline, including termination of any leadership or employment role, or other legal means to protect the reputation of the organization and members of its board and staff.
7. Crimes against personal property such as assault, rape, burglary, etc., should immediately be reported to local law-enforcement personnel.
8. Supervisors, managers, and or board members who receive the reports must properly and promptly act to investigate and resolve the issue.
9. The whistleblower shall receive a report within five business days of the initial report regarding the investigation, disposition, or resolution of the issue.
10. If an investigation of a report (which was done in good faith) was investigated by internal personnel and/or Patria is found not to be to the whistleblower's

satisfaction, he or she has the right to report the event to the appropriate legal or investigative agency.

11. The identity of the whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy unless the issue requires investigation by law-enforcement, in which case members of the organization are subject to subpoena.

Contact information for Elders and leaders at Mission 72 for the purposes of reporting may be found at: [www.Mission-72.com](http://www.Mission-72.com)

Contact information for Patria Board members (outside oversight) for the purposes of reporting may be found at: [www.PatriaMinistries.org](http://www.PatriaMinistries.org)