



C4SO WHISTLEBLOWER POLICY

If you see something, say something!

Whistleblower Policies are meant to provide a way for an organization's employees or volunteers who observe or experience wrongdoing to be empowered to report it. C4SO's Whistleblower Policy provides important information for any persons outlined below who believe that illegal or unethical practices are taking place within C4SO to report such observations.

A. Application. This Whistleblower Protection Policy applies to all of the Diocese of Churches for the Sake of Others' (the Organization's) staff, whether full-time, part-time, or temporary employees, to all volunteers, to all who provide contract services, and to all officers and directors, each of whom shall be entitled to protection ("protected persons").

B. Reporting Credible Information. A protected person shall be encouraged to report information relating to illegal practices or violations of policies of the Organization (a "Violation") that such person ("the reporter") in good faith has reasonable cause to believe is credible. A violation constitutes breaking a state or federal statute, noncompliance with a state or federal rule or regulation, or unsafe working conditions or work practices in the employee's or volunteer's work/volunteer environment.

If you need to report a violation or suspected wrongdoing of any kind, visit C4SO's [Reporting Portal](https://C4SO.org/report) (C4SO.org/report). Our Ombudsman, working alongside our Safety, Response and Care Team, is a resource available to anyone at a C4SO church who needs help navigating an interpersonal or conflict-related concern, including whether to report it or resolve it in another way. *Communication with the C4SO Ombudsman is confidential and off the record to the fullest extent possible (except for imminent risk of serious harm). Contacting the Ombudsman is not a formal report, does not provide notice to C4SO, and does not initiate any complaint, discipline or other formal process. The Ombudsman does not accept or provide formal notice on behalf of C4SO.*

Anyone reporting a violation must act in good faith, and have reasonable grounds for believing that the information shared in the report indicates that a violation has occurred.

C. Confidentiality. Reports of violations or suspected violations will be kept confidential to the extent possible, with the understanding that confidentiality may not be maintained where identification is required by law or in order to enable the Organization or law enforcement to conduct an adequate investigation.

D. Protection from Retaliation. No person entitled to protection shall be subjected to retaliation, intimidation, harassment, or other adverse action for reporting information in accordance with this Policy. Any person entitled to protection who believes that he or she is the subject of any form of retaliation for such participation should immediately report the same as a violation of and in accordance with this Policy.

Any individual within the Organization who retaliates against another individual who has reported a violation in good faith or who, in good faith, has cooperated in the investigation of a violation is subject to discipline, including termination of employment or volunteer status.

E. Dissemination and Implementation of Policy. This Policy shall be disseminated in writing to all affected constituencies. The Organization shall implement this Policy by asking each constituency to take the following steps:

- (1) Report all violations through C4SO's [Reporting Portal](https://C4SO.org/report) (C4SO.org/report).
- (2) If needed, [contact the Ombudsman](#) and/or work with legal counsel to discuss further proceedings involving the reported Violation.

The procedures for implementation of this Policy shall include the Safety, Response and Care Team communicating with the reporter about the status of the reported violation, to the extent that the reporter's identity is disclosed, and to the extent consistent with any privacy or confidentiality limitations. However, due to privacy the resolution of the situation may be undisclosed to the reporter.

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