

# 200 Ethics | Whistle Blower Policy

## 200 ETHICS/WHISTLEBLOWER POLICY

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The Archdiocese of Baltimore is dedicated to managing the resources of the Church as faithful stewards. To fulfill the mission of the Church, Archdiocesan employees must perform work in an ethical and accountable manner. The Archdiocese expects all employees to work within established Archdiocesan policies and procedures and the guidelines set forth in the Code of Conduct for Church Personnel.

The Archdiocese has developed the following method for reporting fraud and other ethics concerns, investigating incidents reported, and recommending actions to be taken where violations are found. The Archdiocese encourages individuals to report to the Ethics Hotline, in accordance with the procedures below, any conduct or activity which they perceive to be contrary to the policies and ethics of the Archdiocese.

This policy applies to any fraud or dishonest act involving Archdiocesan personnel. The Archdiocese is defined as: Central Services, parishes, and Archdiocesan, ACS, parish, and Interparish/Regional schools. Archdiocesan personnel includes: clergy, religious and lay ministers, employees and volunteers of the Archdiocese.