

# **205 Whistle Blower Protections**

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### **205.1 Non-Retaliation:**

This Policy is intended to encourage and enable individuals to raise ethics concerns for investigation and appropriate action without fear of retribution. No individual who, in good faith, reports an ethics concern shall be subject to retaliation or, in the case of an employee, adverse employment actions as a result of making such a report. Archdiocesan Personnel who retaliate against someone who has reported a concern in good faith are subject to discipline up to and including dismissal.

### **205.2 Good-Faith Reporting:**

Individuals reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates improper activity. Archdiocesan personnel who make allegations that are proven to have been made maliciously, recklessly or with knowledge that the allegations are false will be subject to disciplinary action up to and including dismissal.