

Diocese of Sioux City Whistle Blower Policy

Diocese of Sioux City Policy to Report Wrongdoing

The Diocese of Sioux City Code of Conduct requires all representatives of the Church, including clergy, religious, directors, lay employees, teachers, administrators, and volunteers, to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. All representatives of the Church must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

This policy aims to provide a safe and confidential reporting mechanism, for employees to report any unethical or illegal behavior that they witness or are asked to participate in. The policy protects employees from retaliation for reporting such behavior and ensures that the organization takes appropriate action against those who violate the policy.

Reporting Responsibility

Each representative of the Diocese of Sioux City has an obligation to report in accordance with this policy (a) questionable or improper accounting or auditing matters including fraud and embezzlement, or any other financial concerns (b) violations of Diocese's Code of Conduct (c) employee misconduct such as harassment, violations of teacher/administrator contracts, or any other unethical behavior and (d) other legal or canonical concerns (herein after collectively referred to as Concerns).

Reports of Concerns should be made, in writing, to diocesan personnel as designated by the bishop, Director of Human Resources or Director of Administration and Finance, at the Central Catholic Offices (712-255-7933). All Concerns are to be reported as soon as possible. Reports of Concerns should include all relevant information about the suspected act, including any material evidence that exists.

No Retaliation

This policy is intended to encourage and enable stakeholders to raise Concerns within the organization for investigation and appropriate action. With this goal in mind, no stakeholder who, in good faith, reports a concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, anyone who retaliates against someone who has reported a Concern in good faith is subject to discipline up to and including dismissal from their position within the Church.

Investigation

The designated diocesan personnel shall be responsible for a thorough and expeditious investigation of the reported Concern. Proposed decisions on disposition of a case will be discussed with the bishop or his designee(s). The results of all reported Concern investigations and the final resolution shall be reported to Senior Staff and the bishop.

Acting in Good Faith

Anyone reporting a Concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or a violation of the Code of Conduct or other management policies. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of the violator's position in the Church. Such conduct may also give rise to other actions, including civil lawsuits.

Confidentiality

Reports of Concerns, and investigations pertaining hereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of Concerns to individuals not involved in the investigation will be reviewed as a serious disciplinary offense and may result in discipline, up to and including termination of the violator's position in the Church. Such conduct may also give rise to other actions, including civil lawsuits.

References

[IOSHA Whistleblower Protection | Department of Inspections, Appeals, & Licensing 88.9.pdf](#)
[Iowa Legislature - Rule Listings](#)