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## **Protecting the Whistle-Blower**

All stakeholders including employees and client-beneficiaries are free to communicate their concerns or complaints about illegal and/or unethical practices to PPMBAI's Board of Trustees. PPMBAI maintains a policy to protect the identity of the whistle-blower, maintain confidentiality of the disclosure, validate the claims and reports, and prevent any form of retaliation by the complained parties.

The Association firmly stands against any form of harassment and other forms of threat committed against any member, employee or Trustee. As such, PPMBAI shall ensure that appropriate mechanism shall be in place to receive complaints of retaliation and harassment and protect the whistle-blower who report in good faith.

PPMBAI shall deal with equal force against anyone who shall lodge a malicious report of retaliation or harassment, based on personal bias, false or misleading information, or for personal gain. The ill-motivated whistle-blower may lose her/his protection and PPMBAI may impose disciplinary action against her/him.