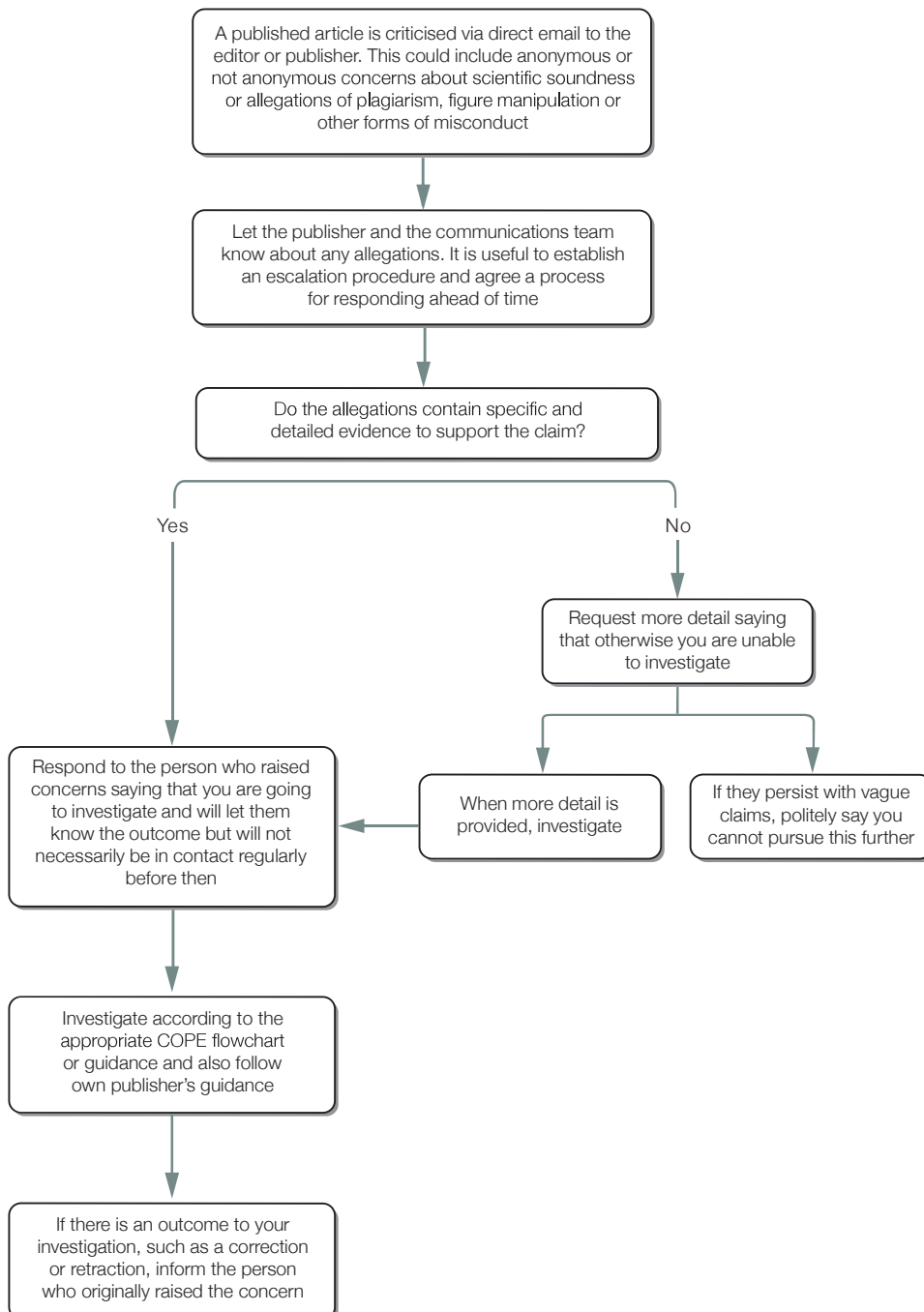


## How to respond to whistle blowers when concerns are raised directly



**Note**  
The tone of the allegations may be aggressive or personal. Respond politely; don't get drawn into personal exchanges

**Note**  
Sometimes the whistle blower may prefer to remain anonymous. It is important not to try to "out" people who wish to be anonymous

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