



PUBLIC STATEMENT

FOR IMMEDIATE RELEASE
February 20, 2018

The Exodus Road (TER) is, and always has been, committed to creating and maintaining a safe and healthy workplace environment, where concerns and conflicts are addressed with professionalism, expediency, and fairness.

In November 2017, an allegation of sexual harassment was made by a former TER contract employee. In response, The Exodus Road Executive Board was immediately notified and a formal investigation was opened. This investigation was conducted and concluded by a third-party consultant, as well as an Executive Board Member. No substantial evidence was found to corroborate a sexual harassment claim. The complainant's two-year contract was fulfilled in December 2017, as expected, and the complainant returned to the U.S. with full compensation.

In January 2018, a separate complaint was made of sexual misconduct by two staff members in SE Asia during a staff retreat held in August 2017. The Exodus Road Executive Board was notified and an independent investigation was conducted without delay. No evidence of sexual misconduct was discovered, and the claims were determined to be unfounded. However, it was discovered that two staff members at that retreat did violate TER's Organizational and Ethical Policy. Both staff members were promptly terminated on grounds of misconduct.

We repudiate any false misrepresentations around these incidents which have been made about our organization, staff and processes. The Exodus Road remains committed to the highest standards of integrity - in the work we do to end sexual exploitation and human trafficking, and in the way we conduct ourselves as an organization.

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ADDENDUM
March 7, 2019

Upon further review, it was determined that one of the two staff members terminated in January 2018 following investigation into claims of misconduct in TER's Thailand office was terminated

prematurely and in fact did not violate any ethical policies. Instead, the individual did not properly adhere to organizational reporting procedures.

For this reason, the individual was invited to consider returning to the organization after a six-month period of probation, during which time the individual was required to complete training in leadership, organizational management, and TER's values and expectations. Upon the successful completion of the probationary period in October 2018, the individual was offered an employment opportunity with TER, which was accepted and effective immediately.