



**AMTGARD**  
INTERNATIONAL

**Amtgard International  
Inc.**

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### Amtgard Whistleblower Policy

The Circle of Monarchs encourages the protection of victims, whistleblowers, and officers engaging in good faith execution of their duties, and condemns retaliation against them all.

Retaliation has a chilling effect on reporting; it creates a hostile environment for these people, and for others considering coming forward or acting in good faith; and it hurts the very people Amtgard's Code of Conduct is designed to protect. Therefore, the Circle of Monarchs establishes that retaliation is a violation of the Code of Conduct's prohibition against creating a hostile environment.