SPEAKING UP

Don’t fear retaliation. Trust the power of the process.

Meet Sue.
She’s concerned, but not sure there’s a real problem.

After Sue reads the policy, she thinks there’s an issue.

But it’s her co-worker and Sue is worried about retaliation.

Sue has options.

Talk with her manager or any manager
More than ¾ of people at Thrivent prefer to raise concerns to their manager or another manager.*

Code of Conduct Office
In person
Staffed by Thrivent employees.
We can help with questions or concerns.

Code of Conduct Office
Phone x844-5505
Email Box Code of Conduct
Web weThrive/FieldNet

External Hotline
Only for reporting concerns.
Anonymous if you choose.
check back for updates and questions if anonymous.

External Hotline
Web thriventcodeofconduct.com
Phone 800-688-6046
Always available

NO ACTION
Concern goes unaddressed. We may be unaware of an issue.

80% at Thrivent are comfortable reporting if they see misconduct.*

1/3 who see misconduct, don’t report it.*

QUESTIONS? CONTACT

Code of Conduct Office: ext. 844-5505, Box Code of Conduct, or 888-422-5737, say “directory,” and dial ext. 844-5505.

thriventcodeofconduct.com

*2013 Corporate Executive Board Risk Clarity Survey of Thrivent employees and field representatives.