



The Exodus Road

## **The Exodus Road's Statement Regarding Accusations from an Open Letter on 2/24/2021**

March 2, 2021

*For Immediate Release*

The Exodus Road's mission is to empower freedom for the most vulnerable — *especially* those affected by the horrors of sexual exploitation — and we are serious about that mission, as well as the processes, values, and transparency with which we work towards accomplishing it. We honor survivors, and we do not tolerate abuse of any kind.

In late 2017 and early 2018, we received one complaint of a hostile work environment and a separate complaint of inappropriate behavior and a hostile work environment in our Thailand office. Both complaints were made by Western adult males operating from our Thailand office. We took immediate action. We engaged our board of directors and retained an outside law firm, Lewis Roca Rothgerber Christie LLP, to conduct two separate investigations into each complaint. The firm prepared two reports that were delivered to The Exodus Road leadership and board. Inappropriate sexual humor and conversations of a sexual nature in the workplace were found in the first investigation. The second investigation revealed inappropriate behavior at two work-related events, one of which included boorish behavior, and the other which included drunkenness and one individual's nudity. These events took place in 2017 in Thailand, and each person present and involved was a Western adult male. No evidence of sexual abuse was found, but the behavior was not acceptable and not in line with our organization's code of ethics.

We promptly implemented the recommendations from the firm that conducted the investigations, which included termination, as well as other disciplinary and training actions.

We are confident in our 2017/2018 investigation process to assess the facts of what happened. The results of the investigation were communicated in a public

statement in February 2018, which you can find [here](#). We have extensive documentation surrounding these events, and we have also made public the summative statement of those findings from the outside legal firm that performed the investigation. You can read that statement [here](#).

Allegations involving our Thailand office are untrue and misrepresentations of events that took place in Thailand in 2018/2019. We did, in fact, find embezzlement from a former Thai employee totaling \$6,000 USD over a three year period. We engaged our foundation's board and legal counsel in Thailand immediately. They hired a third-party forensic auditor, and we chose to terminate the Thai staff member involved. No Thai court charged the foundation or individuals involved with any charge. We also have no knowledge and have heard no complaints about the treatment of our national staff in our Thai office.

The Exodus Road takes financial accountability and integrity seriously and works hard to ensure funds are used according to donor intent. To that end, The Exodus Road has undergone annual independent financial audits since 2013 with Capin Crouse, an established national accounting firm. These audits, along with our tax records, are transparently listed on our organization's financial page [here](#). Additionally, The Exodus Road has been awarded Guidestar's Platinum Seal of Transparency and has been certified by Excellence in Giving for our financial integrity. The Exodus Road also conducts annual financial third-party audits in Thailand.

The Exodus Road operatives work with local law enforcement to combat human trafficking in some of the darkest, most difficult places. The work is dangerous; it involves both personal and psychological risks. To ensure the health, safety, and dignity of all involved, including potential victims, our operatives undergo rigorous screening and training and follow strict behavioral and safety protocols in relation to investigations. We have read the recent allegations made about our team's investigative work, and we have no knowledge nor have we been presented with evidence of these claims.

To clarify, The Exodus Road has never been charged with any crime-- in Thailand, the United States, or any other country-- and we have no knowledge of any agency, FBI or otherwise, investigating our organization.

The Exodus Road is committed to high 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. We welcome any evidence of misconduct involving any of our staff, and commit, as we always have, to take seriously any accusations that are abusive in nature or are not in line with our organizational values.

The statements made recently about our organization, our work, and our people are unfounded. In fact, the first we were made aware of most of these allegations has been on social media and in the open letter online. However, we welcome conversations around these recent claims, and we invite anyone with concerns or evidence to personally reach out to our team and board members at the contact information below. Should new evidence arise of which we are unaware, we will act immediately.

Additionally, we invite you to read a letter from our Board of Directors to our community. Please find that letter [here](#).

### *Contact*

To talk with our team personally:  
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### *Press Inquiries*

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