

# Holding Power to Account. One Whistleblower at a Time.

556

REQUESTS RECEIVED

79

WHISTLEBLOWERS SUPPORTED

1

## PUBLIC CASE

LAW ENFORCEMENT. WRONGFUL DEATHS. RETALIATION.  
CORRUPTION.

UNITED STATES · 2025

# OUR MISSION

The Signals Network (TSN) is a 501(c)3 organization dedicated to supporting whistleblowers who risk their livelihoods to share public interest information with the public. Founded in 2017 by journalists, whistleblowers and lawyers, **TSN operates to hold powerful interests accountable.** TSN provides customized support to a selected group of whistleblowers who have contributed to published reports of significant wrongdoing.



## HOW WE WORK

### WITH JOURNALISTS

The Signals Network works with local and international journalists to support their sources in ways they can't. We can provide whistleblowers with everything from legal and psychosocial support to safe-housing and online security help. We protect them so editors and reporters can do their job.

### WITH WHISTLEBLOWERS

The Signals Network provides free, customized support services to individuals who know about or witness wrongdoing so that they can make more informed decisions about whether to speak out on issues that are in the public interest, potentially more safely blow the whistle and publicly share information holding those responsible accountable.

# Letter from the ED

## Delphine Halgand-Mishra

Dear friends and supporters,

This past year has stayed with me. I've watched people take enormous personal risks to speak the truth and I've seen what happens when there's nowhere safe for them to turn.

In 2025, we were able to stand with **79 people who had nowhere else to go**. Those aren't just figures on a page, they're parents, siblings, colleagues, and stories that could have been silenced. Being able to offer help to someone at that moment is everything. I'm proud of what our small team managed to do and humbled by what our community made possible.



There were moments when the need felt overwhelming and the pressure was intense. Requests came fast and resources were thin. There were moments when I reached out wherever help was available, to board members, to partners, to anyone who could support the work, because the need was urgent and immediate. Those raw, hard moments taught us where we need to grow and what we must be able to offer next year.

Below this letter you'll find the facts and impact: the numbers, case highlights, and lessons we learned in 2025. I wanted to share something more personal first. I believe deeply that protecting people who speak out is essential for a fairer, safer society. If you feel the same, **please consider continuing this work with us, whether that's by sharing our stories, following our updates, or making a small monthly gift that keeps our doors open when someone needs us most.**

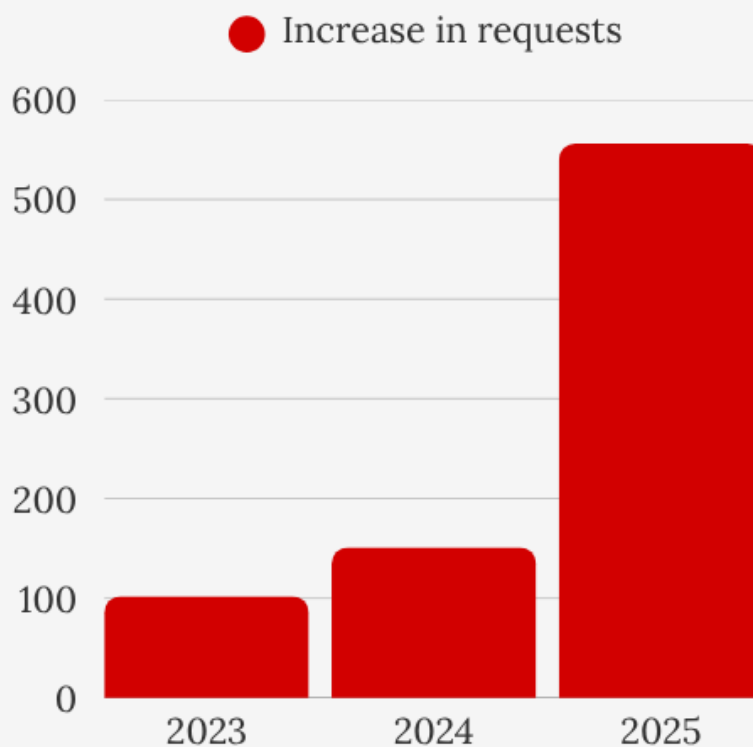
Thank you for standing with whistleblowers and for standing with me and this team as we keep showing up for them.

With gratitude,  
Delphine Halgand-Mishra

# A Year in Review

2025 was a year like no other. The demand for trusted whistleblower support increased dramatically, reflecting a world in which speaking out has never been more urgent or risky.

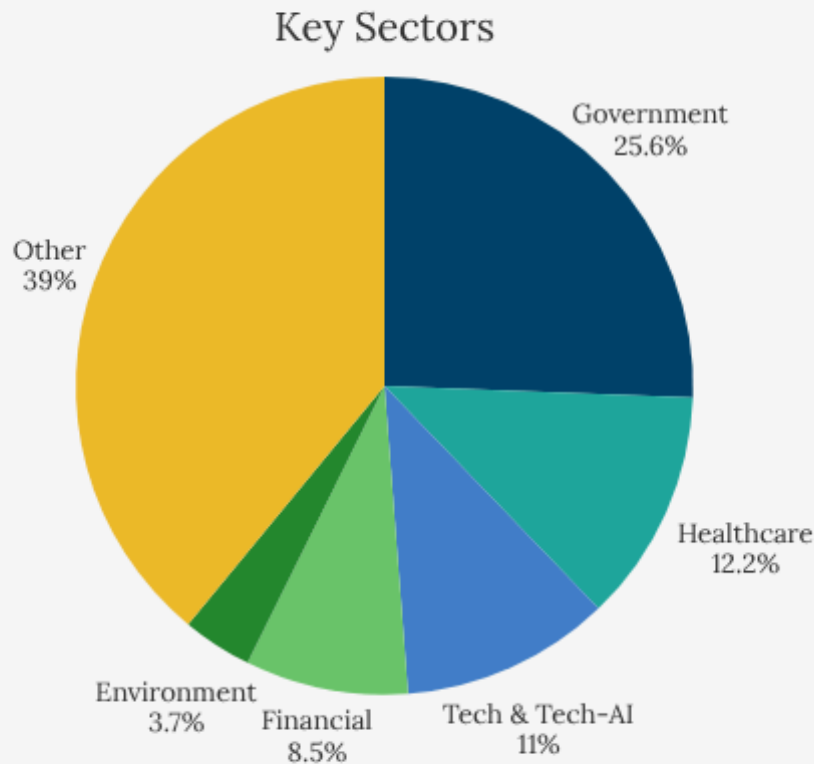
Over the year, TSN **received 556 requests for help, a 268% increase compared to 2024**, and provided **direct support to 79 individuals, nearly double the previous year**. Each request represents a person taking a courageous step to expose wrongdoing, often facing serious personal and professional risks.



The people who turned to TSN came from across the world, including the United States, Europe, Africa, Asia and the Middle East, and represented a wide range of sectors showing that whistleblower support is needed everywhere.

While one case became known to the public, the remaining 78 were successfully handled anonymously, highlighting the **quiet but critical work that allows accountability to exist**.

**The complexity and risks of the cases continued to rise.** Individuals faced more sensitive information, higher stakes and increased personal and professional threats. To respond effectively, TSN provides support across multiple sectors like government, healthcare, technology and AI, finance, environment, and other areas, ensuring that each person gets exactly what they need to act safely.



The numbers and experiences from 2025 highlight both the urgent need and the life-saving impact of TSN’s work. Much of this work happens quietly, yet it is exactly what allows people to act safely, hold wrongdoers accountable, and protect the public interest.

As we look ahead, 2026 is shaping up to be even more urgent. TSN must continue to expand rapid-response capacity, strengthen secure communications and provide immediate access to legal guidance, emergency relocation, and psychosocial support. These lifesaving services require funding and preparation now to ensure no one faces these risks alone.

# Impact stories

## What protection makes possible

Most of our work remains invisible. **In 2025, 78 of the 79 people we supported did so anonymously**, because speaking publicly would have exposed them to serious harm. Safety comes first.

One case did become public.

## A story we can share

When Victoria Flores, a former commander at the Riverside County Sheriff's Office first contacted TSN, she was at a critical point. Victoria had information that raised serious concerns and needed to understand what options were available to her and what risks those options carried.

Victoria, a former commander at the Riverside County Sheriff's Office, filed a whistleblower retaliation, wrongful termination, civil rights violation and gender discrimination lawsuit against Sheriff Chad Bianco and other senior officials in July 2025. According to the lawsuit, **Flores was retaliated against after repeatedly raising concerns about wrongful deaths and unconstitutional uses of force against inmates, many of whom suffered from mental illness**. She also pushed back against efforts to cover up these incidents and failure to hold responsible personnel accountable for their actions. Flores also said she was retaliated against for raising concerns over inflated costs in the budget she was responsible for overseeing and other instances of corruption within the department. Paul Hoffman represented Flores as her attorney in the lawsuit, advocating for her rights throughout the legal process.

In September 2025, she shared her story with USA Today, highlighting the serious allegations she brought forward and the difficulties she has faced for her whistleblowing.

“Whistleblowers like Victoria deserve to be fully protected for courageously disclosing information of significant public interest. But **her story illustrates the personal price she and her family have paid simply because of her whistleblowing.** Thanks to Victoria’s information, Riverside County residents, families of deceased inmates, and the public can finally learn what the Sheriff’s Office, and its Sheriff who is now running for governor of California, have been doing.” said Margaux Ewen, TSN’s Whistleblower Protection Program Director.



In Victoria’s words: “The choice to come forward and unveil the wrongs that were committed by my previous employer was a difficult one, but the people that have suffered as a result of the misdeeds committed left me no choice but to come forward. I was scared for myself and my family because when you fight against the powerful, you seem small. **I found The Signals Network when I was at my lowest point and they helped me to be courageous in my choice to fight Goliath. They gave me hope when it seemed hopeless, strength when I felt weak, and courage when I was scared.** Without The Signals Network, I’d still be in the shadows. Now, the wrongs will be righted, those without a voice will be heard and the truth will be brought to light.”

# The Stories We Cannot Tell

While one case became public, the reality of our work in 2025 looked very different. The vast majority of people who turned to TSN needed support that remained completely out of view.

These individuals came from different countries and sectors. Some faced retaliation at work. Others feared legal consequences, surveillance, or threats to their families. For many, even being identified as a whistleblower would have caused serious harm.



In these cases, **impact did not mean visibility; it meant safety.** TSN helped people understand their options, protect themselves and decide whether to act, wait or not proceed at all. In some cases, the right outcome was providing a safe house, a careful legal or therapist referral. In others, it was simply ensuring someone was no longer navigating risk alone.

None of these stories made headlines. All of them mattered.

## What These Stories Show

Taken together, the public case and the anonymous ones tell the same story. Whistleblowers do not need pressure, urgency or attention. They need time, protection and trusted guidance.

When people are supported properly, accountability becomes possible. When they are not, silence and harm follow.

**This is why TSN exists.**

# Financial Highlights

**TOTAL REVENUES**  
**\$856,000**

**TOTAL EXPENSES**  
**\$738,000**

BUDGET FY JULY 2025-JUNE 2026

<b>Item</b>	<b>Amount</b>
Revenues	<b>\$856,000</b>
	<b>Expenses</b>
Personnel	\$434,000
Consultants	\$146,000
Whistleblower Protection Program	\$105,000
Travel	\$14,000
Overhead	\$39,000
<b>Total Expenses</b>	<b>\$738,000</b>

# Challenges & Lessons learned



In 2025, we faced the challenge of responding to a growing number of requests while working with limited resources. We carefully prioritized support to **ensure that everyone who needed immediate help could receive it** and each request reminded us of the importance of the work we do.

The whistleblower protection fund came under pressure as demand increased. We were transparent with our community and reached out for help and the response allowed us to continue providing critical support. While this stabilized the fund, the need remains ongoing and additional resources will be required to meet growing demand. These experiences reinforced the importance of staying flexible, transparent and focused, and they strengthen our ability to continue supporting journalists and whistleblowers in 2026.

# Looking ahead

The world in 2026 is shaping up to be more urgent and challenging than ever. Journalists and whistleblowers face increasing dangers and the need for immediate protection and support has never been higher. **To keep people safe, we need to move fast.** That means having more people ready to respond, strong and secure communication systems, and quick access to emergency relocation and legal support. Every moment counts, and being prepared can make the difference between safety and risk.

At the same time, there is hope. Every request we respond to, every person we protect, shows the difference that dedicated support and community care can make. Building on the lessons from 2025, we're ready to meet the rising demand and act quickly when it matters most. In 2026, we will also launch a new training program for journalists to help them support sensitive sources safely and effectively, giving them the tools and guidance they need to protect the people they work with. With the continued support of our community, we can ensure that truth-tellers and whistleblowers have the protection, guidance and resources they need, proving that even in a dangerous world, positive change is possible.

**Truth is under attack**, and those who speak it are at risk. Journalists' homes are being raided, whistleblowers are being silenced, and everyone speaking out faces growing threats every day.

You can help make 2026 safer for journalists and whistleblowers by becoming a monthly supporter. Your support ensures they have the protection, guidance, and resources they need to stay safe and keep speaking out. **Join us today and become a monthly supporter.**



# Acknowledgments

We are deeply grateful to everyone who made our work in 2025 possible. Our dedicated staff and board members bring their expertise, passion, and commitment to every case we handle, every journalist we work with and every whistleblower we protect. Their efforts are at the heart of everything we do.

We also want to thank our monthly donors, whose ongoing support allows us to respond quickly and effectively when people need help the most. A special thank you to the foundations that supported us this year, including **MacArthur Foundation, Future of Life Institute, Knight Foundation, UpMobility Foundation, New York Times, Fred Foundation** and **Tides Foundation**. Your generosity strengthens our programs, expands our reach, and helps safeguard those who risk everything to speak out.

Finally, we are grateful to all our partners whose collaboration ensures that journalists and whistleblowers receive the guidance, protection, and resources they need. **Every contribution, every partnership and every act of support makes a real, lasting difference.**

While we highlight just a few of the many who make this work possible, we are equally grateful to all who contribute in ways both visible and behind the scenes.

*thank you!*

# Contact Us



# THE SIGNALS NETWORK

## Whistleblower support

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## General information

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## Website

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 <https://thesignalsnetwork.org/>