

WHISTLEBLOWING POLICY & PROCEDURE

SEARRP is committed to allowing individuals to safely raise concerns of inappropriate conduct by employees of SEARRP, our partners and people associated with SEARRP, without fear of retaliation. Inappropriate conduct in the workplace includes (but is not limited to): discrimination, sexual and any other form of harassment, bullying or intimidation, verbal or physical assault, abuse of power, theft, fraud, corruption or bribery, breach of personal data privacy and confidentiality, or other breaches of SEARRP policy or code-of-conduct which may create legal, financial or reputational risks to the organisation, including negligence or lack of action by management which could ultimately encourage such conduct.

REPORTING

SEARRP's complaints procedure allows individuals to raise concerns directly with Field Managers, the Director or our Safeguarding Officer **OR** for concerns to be communicated in a confidential manner via a whistleblowing facility. This means that SEARRP provides *an independent, anonymous whistleblowing complaint procedure via a secure online service, operated independently by WhistleB, that will be directed to the Chair of the SEARRP-UK Board of Trustees and a Trustee appointed by the board to take particular responsibility for issues relating to safeguarding.*

The whistleblowing channel enables individuals who submit reports of misconduct to remain anonymous, especially if the complainant is of the view that a complaint may not be handled correctly (e.g. if it involves someone very senior in the organisation) or if they are concerned at facing harassment, intimidation, discrimination or retaliation for making a report in good faith. Please note that SEARRP takes these matters extremely seriously and any employee who engages in retaliation – whether toward a victim or a reporter of alleged misconduct – will be subject to disciplinary procedures up to and including dismissal.

To be clear, reports made via WhistleB are treated in absolute confidence, cannot be read or accessed by any employee of SEARRP, including its senior executives, and are automatically forwarded to the SEARRP-UK Board of Trustees for further action.

ANONYMOUS WHISTLEBLOWER REPORTING MECHANISM

<https://report.whistleb.com/en/searrp>