



Whistleblowing Policy

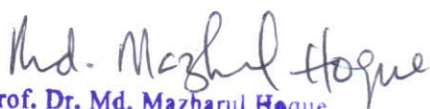
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Introduction

The Centre for Injury Prevention and Research, Bangladesh (CIPRB) is a world leading injury prevention organisation based in Bangladesh. Through pioneering research and innovation, the organisation saves lives by delivering quality programmes throughout Bangladesh, designed to combat injury-based fatalities and morbidities, including drowning, burns, maternal health issues and road traffic injuries. CIPRB's ground breaking work has far reaching impacts, benefiting other countries, particularly in Asia, where similar programmes are now in place and saving lives.

It is the commitment and responsibility of the CIPRB staff, governing body, partners, sponsors, volunteers, contractors, suppliers, donors, journalists, consultants and other stakeholders to protect children "from all forms of physical and mental violence, injury or abuse" (UNCRC-Article 19).

CIPRB's safeguarding policy relates to children, adults, vulnerable adults and everyone the organisation comes into contact within the course of its work. In CIPRB, we have zero-tolerance for all forms of abuse, sexual abuse and exploitation, sexual harassment, bullying and all forms of discrimination. CIPRB will not tolerate abuse and exploitation by staff, partners or any associated personnel.

While much of this policy refers to the protection of children, its principles and approaches will be adapted according to context and degrees of vulnerability in the case of adults.


CIPRB will ensure that every person, who directly or indirectly comes into contact with children, adults and vulnerable adults, is mindful of the need for their protection, and knows how to protect people effectively with the principle of **Do No Harm** as the central guide.

CIPRB firmly believes that:

- The welfare of the children, adults and vulnerable adults is paramount.
- All children, adults and vulnerable adults have the right to protection from abuse regardless of gender, age, race, disability, sexuality, or beliefs.
- People should be treated equally and enabled to access services which meet their needs without feeling discriminated.
- Positive action should be taken to promote safe practices and protect children, adults and vulnerable adults from all forms of harm, abuse, neglect and exploitation.

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Whistleblowing

Whistleblowing means reporting by the employees or representatives of an organisation of any misconduct, violation of the safeguarding policy or any other aspects that can harm children, adults and vulnerable adults or put them at risk, within the organisation.

Whistleblowing Policy of CIPRB

CIPRB's whistleblowing policy is intended to encourage the staff (paid and volunteer) and others, who are associated with CIPRB, to come forward with credible information on illegal, unethical or inappropriate practices or violations of the adopted policies of the organisation without retribution.

CIPRB sees whistleblowing as a positive act, and not disloyal to colleagues and the organisation, which helps achieving the highest possible ethical standards in all its practice. CIPRB therefore encourages its employees to highlight any act or intention for misuse of organisational space or resources for wrongful activities related to the activities that could harm children, adults and vulnerable adults by any representative of CIPRB.


Whistleblowing is different from a grievance. A grievance is a matter of personal interest of an employee and doesn't have an impact on the wider public. Whereas whistleblowing includes reporting any serious concerns that the employee has about the service provision or the conduct of any member(s) of the organisation which can cause harm to children, adults and vulnerable adults or are in contradiction to organisational values and principles with regard to safeguarding.

Organisation's Safeguards for whistle-blowers

CIPRB understands that whistleblowing can bring possible retaliation against the whistle-blowers and therefore is committed to safeguarding them. It will not tolerate any harassment or victimisation, including informal pressures, of the whistle-blower and will take strict disciplinary actions if it is faced. The whistle-blower will be extended full support by the senior management and will be informed of the proceedings and steps taken to address the issue.


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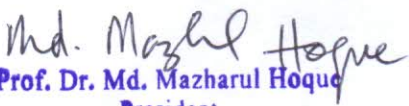
Confidentiality


The identity of the whistle-blower will be kept confidential. During the investigation process, she/he may be required to testify as a witness. In such case, the organisation will extend all possible support to the whistle-blower during this process.

CIPRB is committed to taking immediate action on the whistle-blower's information. To ensure this, the organisation expects each employee to be open to escalating concerns and restoring ethical practices. However, if a whistle-blower feels that there has been no response/action/change from/in the organisation and feels that s/he has exhausted all options within the organisation she/he has the option of reporting to the donor or concerned authority. However, this should be the last resort when no visible action is being taken on something reported, after the whistle-blower has approached every possible authority in the organisation capable of taking action.

Reporting Concern

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Annex: Whistleblowing poster

ভাইস্লব্লোয়িং



আমাদের প্রতিষ্ঠানে কোনো অন্যায় ঘটতে দেখলে
প্রতিষ্ঠানে কর্মরত যেকোনো ব্যক্তি
নির্ভয়ে জানান

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আপনার পরিচয় গোপন থাকবে, নিশ্চয়তা দিচ্ছি



সেন্টার ফর ইনজুরি প্রিভেনশন অ্যান্ড রিসার্চ, বাংলাদেশ (সিআইপিআরবি)

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