

Whistleblowing Policy



1. Whistleblowing policy

1. The Centre for Civil and Political Rights (hereafter “the Centre”) commits itself to complying with all relevant laws, human rights standards and norms.
2. This policy sets out how concerns can be raised, if any employee¹ of the Centre reasonably believes that the Centre has failed to adhere to its legal, ethical or moral obligations including acts of fraud, corruption and those incompatible with human rights standards and norms.
3. Such concerns can be raised against policy, practice or activity of the Centre, conduct of its employee including the Director, based on a reasonable belief with evidence that violation of a law or human rights are involved.
4. The employee, including the Director, who raises such concerns following this policy, is protected from any retaliation, unless it is proven baseless or done with malicious intent.
5. A concern can be raised in a written form, together with any evidence supporting the concern, with Katharina Rose, member of the Board, using the following email address: K.rose@ganhri.org
6. When a concern is raised, the Director and/or the Board, commit itself to a fair, independent and objective investigation of the matter in a timely manner and, if necessary, correct it as soon as possible.
7. The Director or the Board commits itself to provide written response to the person, who raised the concern, with the result of the investigation, and if applicable, actions taken to correct the matter of concern. These can include disciplinary action, up to and including termination of employment.

¹ The term “CCPR Centre Employees” includes all paid full time and part time employees of the Centre, being them at HQs or in affiliated regional and country offices, as well as interns. It also includes long-term consultants, members of the Board and the Advisory Board. The term does not include non-CCPR Centre entities or individuals who have entered temporary/short-term partnership, sub-grant or sub-recipient agreements with the Centre.

8. If the person, who raised the concern, has any reasonable ground to believe that the matter is not dealt with in a proper or satisfactory manner, the whole circumstance can be reported to the Board, its member or the President of the Centre in a written form with supporting evidence.
9. Any concern raised in accordance with this policy shall be treated in a confidential manner, unless there is a reasonable ground that the matter is not possible to resolve in a satisfactory manner without revealing the identity of the persons involved. Otherwise, an explicit written consent must be obtained from the person raising concerns before her / his identity may be revealed.
10. The Centre does not tolerate any acts of retaliation including intimidation, victimisation, discrimination or arbitrary treatment against those raising their legitimate concerns in accordance with this policy or those who assist investigation of the matter and/or correcting actions.
11. Any acts of retaliation, concerns raised without legitimate basis or with malicious intention may be treated with disciplinary actions, including termination of the contract, as decided by the Director, Board and/or the President after due investigation. Any communication and decisions in this regard must be done in a written form and recorded with the Board, and if necessary for justifiable purpose, the whole or part of it may be disclosed to other employees of the Centre.



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