



WOSSO POLICY STATEMENT: WHISTLEBLOWING

1 Introduction

Women of the South Speak Out (WOSSO) is a consortium of organisations, who will work to ensure the voices of women and girls from the global south, in all their diversity, inform the decisions and policies that affect our lives. WOSSO will support and facilitate women's rights organisations and women leaders, to ensure their meaningful engagement in key advocacy meetings and share evidence. WOSSO is led by Gender Links, working with ARROW and MannionDaniels.

Each consortium organisation is a legal entity and bound by its own organisational policies¹, practices, and country laws within which they operate. The purpose of this policy statement is therefore to set out agreed common principles and reporting processes.

This policy statement is relevant for all those working on the WOSSO team - so all associated parties including WOSSO team comprising of Gender Links, Arrow and MannionDaniels staff, consultants, members of the WOSSO Independent Advisory Committee (IAC) and other WOSSO volunteers, consultants, suppliers and authorised representatives. This policy statement also applies to WOSSO Fellows and beneficiaries whilst they are working for and/or representing WOSSO.

¹ WOSSO consortium organisational policies include:
ARROW OPS Whistleblower Protection Policy
Gender Links Whistle Blowing Policy
MannionDaniels Whistleblowing Policy: Whistleblowing-Policy-2.pdf (manniondaniels.com)

WOSSO is a consortium between



Funded by



WOSSO has a **zero tolerance** towards bribery, fraud and corruption and does not accept any level of bribery, fraud or corruption.

2 Definitions

Whistleblowing is the disclosure of information which relates to suspected wrongdoing in the workplace. This may include (but is not limited to):

- a. Criminal activity.
- b. Failure to comply with any legal or professional obligation or regulatory requirements.
- c. Miscarriages of justice.
- d. Danger to health and safety.
- e. Danger to the environment.
- f. Bribery.
- g. Financial fraud or mismanagement.
- h. Breach of internal policies and procedures.
- i. Unauthorised disclosure of confidential information.
- j. Negligence.
- k. The deliberate concealment of any of the above.

3 WOSSO's principles for all associated parties

All WOSSO associated parties commit to behaving professionally and ethically, and within the law, at all times when working for and/or representing WOSSO.

In keeping with the above, WOSSO will investigate any suspected unethical behaviour, fraudulent or dishonest use or misuse of WOSSO resources or property by staff, IAC members, consultants, volunteers, or other representatives. Each is encouraged to report suspected fraudulent or dishonest conduct pursuant to the procedures set forth below.

No retaliation. It is contrary to the values of WOSSO for anyone to retaliate against anyone who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of WOSSO. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Acting in good faith. Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality. Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

This Whistleblower Policy Statement is intended to encourage and enable employees and others to raise serious concerns within their organisation prior to seeking resolution outside the organisation.

4 Reporting Concerns

If you have a concern about possible unethical behaviour, fraudulent or dishonest use or misuse of resources or property it should be reported to:

Location	Name	Surname	Designation	E Mail
Overall	Colleen	Lowe-Morna	Special Advisor, Gender Links	specialadvisor@genderlinks.org.za
Africa	Tina	Chipwanyanya	Grants Manager, Gender Links	grants.finance@genderlinks.org.za
Asia	Emily	Yip	Operations Director, ARROW	emily@arrow.org.my
MENA	Rolla	Khadduri	Head of Gender & Social Development Practice, MannionDaniels	rolla.khadduri@mansiondaniels.com

If, for any reason, a person finds it difficult to report his or her concerns, the person may also report the concerns directly to a WOSSO Leadership member.

If you prefer to report a concern anonymously, then you can set up an anonymous email account and report the incident, either by emailing:
glintegrity@genderlinks.org.za;
 or by reporting the case without including your name on the whistleblowing link:
<https://survey.alchemer.com/s3/7545158/GL-Complaints-Form>

In both cases, please put the reference WOSSO.

All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

Investigations will feed into the **WOSSO risk register**. The risk register is reviewed regularly at Leadership team meetings which occur monthly and is used to reflect on vulnerabilities and mitigation of those to learn from incidents and to notify outside authorities (such as FCDO) where needed.

This policy statement will be reviewed, approved and endorsed by the WOSSO Leadership annually.