Whistleblower Protection Policy
Adopted by the GNWP Board on August 5, 2018

The Global Network of Women Peacebuilders (GNWP) requires the members of the Board of Directors, officers, staff members, interns, volunteers and consultants to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.
As part of GNWP, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility
This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that GNWP can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, staff members, interns, volunteers and consultants to report concerns about violations of GNWP's code of ethics or suspected violations of law or regulations that govern GNWP''s operations.

No Retaliation
It is contrary to the values of GNWP for anyone to retaliate against any board members, officers, staff members, interns, volunteers and consultants 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 GNWP. An employee who retaliates against someone who has reported a violation in good faith is subject to is subject to investigation and discipline.

Reporting Procedure
GNWP has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor – i.e., Program Coordinator or Program Officer. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Chief Executive Officer (CEO) or a board member. Program Coordinators and Officers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Chief Executive Officer or a board member.

GNWP's CEO is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. She will advise the Board of Directors of any complaint within two (2) working days upon receipt of such and propose an investigation procedure to be deliberated and approved by the Board. All complaints and their resolution will be reported at least annually to the Board; and to the Treasurer on compliance activity relating to accounting or alleged financial improprieties

Accounting and Auditing Matters
GNWP's Compliance Officer shall immediately notify the CEO and Treasurer of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

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.

Handling of Reported Violations
GNWP's CEO will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

This policy applies to all members of the Board of Directors, officers, staff members, interns, volunteers and consultants of GNWP. If the complaint is filed against the CEO, the individual/s filing a concern may directly report to the Board. All other complainants should report to the CEO.