

## **Protected Disclosure or “Whistleblowing”**

Anti-Slavery International is committed to ensuring a culture of openness and accountability in which abuse, theft, fraud or other misconduct within the organisation by any employee is recognised and reported. Employees are encouraged to express any concerns they may have and Anti Slavery International will respect any request which is made to preserve confidentiality as far as possible. If concerns are raised in good faith, employees will be protected by Anti Slavery International from reprisals or victimisation.

If any employee has concerns about possible abuse, theft, fraud, or other misconduct, the matter should be brought to the immediate attention of their Line Manager or the Director. Any employee with knowledge of abuse, theft, fraud or other misconduct who does not report this may be subject to disciplinary action. Anyone attempting to stop or discourage another employee from coming forward to express a serious concern will be subject to disciplinary action. Likewise, anyone who criticises or victimises an employee after a concern has been expressed will be subject to disciplinary action.

The Line Manager or the Director will investigate the complaint and involve outside agencies as necessary. The results of the investigation will be related to the complainant, whilst protecting the confidentiality of others involved.

If employees continue to have serious concerns after the investigation has been completed and feel that an external agency should be contacted, then they are at liberty to do so.

Please be aware that any employee who raises a concern with malicious intent or abuses this policy will be subject to disciplinary action