

Whistleblower Policy

A short and simplified version for everyone!





Introduction – What is this Policy all about?

All adults working with Child Rights Connect (CRCnct) (staff, consultants, interns, volunteers and members of its Executive Committee), which we will refer to as the ‘CRCnct Team’, are expected to always follow **human rights standards**, regulations, and laws that apply to the organisation, and the organisational policies (such as CRCnct’s [Child Safeguarding Policy and Procedure](#), [Anti-Corruption Policy](#), and this [Whistleblower Policy](#)).

The organisation has **zero tolerance** for any behaviour that does not follow these standards, laws and policies, and has set up this **Whistleblower Policy** to encourage and let anyone (adults and children) to report a **suspected violation**.

CRCnct encourages **anyone** (adults and children) to report in case of a suspected violation. It commits to make this process safe for the Whistleblower (the person raising a concern or complaint).

What are human rights standards? Human rights are things you are allowed to be, to do or to have because you are human. For example, everybody has the right to life, the right to food and shelter, the right to work, the right to education, and the right to freedom of expression. **Human rights standards** are in place to help make sure everyone can enjoy their rights fairly and equally.



Some helpful words to know

Suspected violation	A reasonably held belief that someone has failed to meet human rights standards, applicable laws, and CRCnct policies.	
Whistleblower	A child or adult reporting a suspected violation.	
Best interests of the child	It means that people should always think about how any decisions they make will have an impact on a child or group of children.	
Acting in ‘good faith’	Any person reporting a suspected violation is expected to act in good faith. Acting in good faith means to act honestly and with good intentions. That means that any person who thinks that someone in the CRCnct Team has failed to comply with human rights standards, CRCnct organisational policies and the laws and policies it must be in line with, must have a good reason to believe so.	



Who should know about and apply the Whistleblower Policy?

1. CRCnct staff (see [here](#) to meet them!), consultants, interns and volunteers
2. Members of the CRCnct Executive Committee (see [here](#)!)
3. Network members (see [here](#)!) and partners of CRCnct
4. CRCnct service providers (for example, IT)
5. Anyone participating in CRCnct activities including children.



How to report a suspected violation?

CRCnct has established a reporting process to allow anyone, including those **outside** of the CRCnct Team, to report a suspected violation **within** the CRCnct Team. Reporting can be anonymous; this means you do not have to share your identity.

There is an online whistleblowing reporting form on CRCnct's website that children can use to report on a suspected violation in good faith, you can find it...

[Here](#)

If there are some questions in the form that you feel uncomfortable answering, you do not have to answer them.

Note: Every form is automatically deleted on the website database once sent to the person responsible for dealing with the complaint.

There is a reporting form for adults, you can find it [here](#).

Good to know: This form can also be used to make a report on a child safeguarding situation or concern. This links to the organization's Child Safeguarding Policy and Procedure. You can read the everyone-friendly version [here](#).

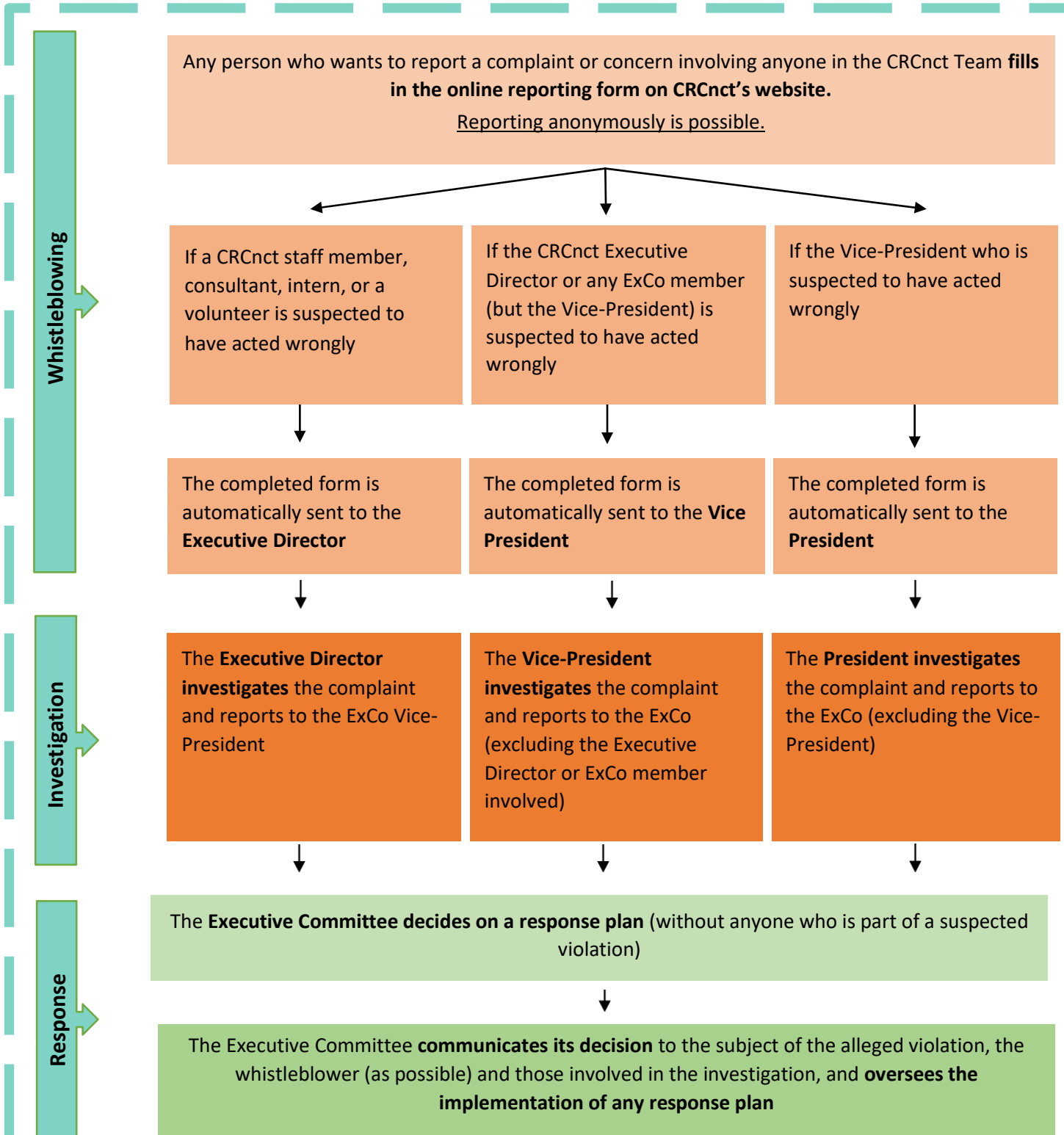


The next page shows what happens when a report is sent using the link above.



Reporting process

Don't worry about paying too much attention to this chart! It's just here in case you are interested in knowing more about what happens once a report is received.



Follow-up to a report: If you submit a report and you do not hear back from us soon, you can follow-up with the Child Safeguarding Focal Person, Emma at safeguarding@childrightsconnect.org

If your report concerns Emma, please contact the Executive Director, Alex, at EDwhistleblowing@childrightsconnect.org



What steps are in place for protection and privacy, and the handling of the reports?

1. If there is a suspected violation reported of someone in **the CRCnct Team, they must not react badly against the whistleblower.** If they do, they could be asked to leave.
2. **A whistleblower can ask for their report to be kept private (or confidential). They can send their report anonymously (that means, keeping their identity secret).** Only the person responsible for dealing with the complaint (as shown in the table on the reporting process) will be able to access the details of the report. Every form is automatically deleted on the website database once sent to the person responsible for dealing with the report.
3. The principle of **'best interests of the child'** and **all child safeguarding measures** shown in Child Rights Connect's [Child Safeguarding Policy and Procedure](#) **apply at all times.**
4. **The people managing and leading the organisation** (like the Director, and Vice-President and President of the Executive Committee) **must make sure (and check regularly) that all reports are investigated and dealt with** following this Policy, as quickly as possible.

Good to know!

Child Rights Connect has also developed other policies to make sure that human rights and child safeguarding standards, and applicable regulations are followed:

- Child Safeguarding Policy and Procedure (find the everyone-friendly version [here](#)).
- [Anti-Corruption Policy](#)
- Staff Rules and Regulations (including a staff code of conduct)
- Financial and Legal Policy and Procedures



CRCnct will review this Policy regularly to make sure it is fit for purpose and train its staff often! Do you have any feedback? Contact Emma at safeguarding@childrightsconnect.org !