Whistleblower Protection Policy

Adopted by ADFM's Board of Directors

Last update: December 2023

INTRODUCTION

The Alliance for the Rights of Mauritanian Women (ADFM) acknowledges the crucial importance of whistleblowers in promoting transparency, accountability, and social justice. This policy aims to establish formal procedures to protect whistleblowers within the association, ensuring a safe environment for disclosing sensitive information related to the protection of the rights of girls and women in Mauritania.

Definition of Whistleblower

A whistleblower is an individual, whether a member or non-member of the association, who, in good faith, reports legitimate concerns regarding wrongful activities, rights violations, or unethical behavior within the Alliance for the Rights of Mauritanian Women.

1. Confidentiality

All information disclosed by a whistleblower will be treated confidentially. The whistleblower's identity will be protected to the extent permitted by law.

To ensure complete transparency and encourage effective reporting, a confidential reporting channel has been established. This channel provides members and non-members of ADFM with an anonymous and secure means to report any legitimate concerns regarding wrongful activities, rights violations, or unethical behavior within the Alliance for the Rights of Mauritanian Women.

2. Non-retaliation

No form of retaliation will be tolerated against the whistleblower. Members of the association, including officials, commit not to take punitive or discriminatory actions against the whistleblower.

3. Reporting procedure

A formal reporting mechanism will be established, allowing whistleblowers to submit their concerns securely, either anonymously or not.

This reporting channel is easily and discreetly accessible, enabling members to document their concerns in detail without revealing their identity. Information collected through this channel is treated confidentially by Ariane Gyenizse, an external consultant supporting ADFM in establishing exemplary governance policies.

Contact Person: Ariane Gyenizse
Submitting a complaint via email: ariane.gyenizse@gmail.com

<u>4. Review and action</u>

An independent committee will be designated to review the received alerts. This committee will be responsible for assessing the credibility of the allegations and recommending appropriate corrective measures.

ADFM is determined to ensure a transparent and fair evaluation of all reports received. To guarantee this impartiality, the association commits to mobilizing competent external resources to independently assess the allegations. This approach aims to enhance the credibility of the review process by ensuring an objective perspective and implementing best practices in governance. The use of external resources demonstrates ADFM's commitment to transparency and integrity in all its activities, thereby strengthening the trust of its members and partners.

Training and awareness

Association members will be made aware of the importance of whistleblowers, and regular training will be provided to ensure understanding and adherence to this policy.

Communication and Transparency

The association's leadership commits to informing whistleblowers of the follow-up on their reports to the extent possible while ensuring appropriate confidentiality.
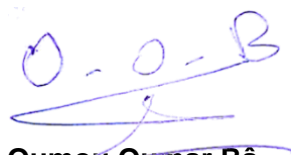
Legal Provisions

This policy complies with all laws and regulations in Mauritania concerning the protection of whistleblowers.

Review and update

This policy will be regularly reviewed, at least once a year, to ensure ADFM's commitment to transparency, accountability, and the protection of the rights of whistleblowers contributing to the association's essential mission.

Adherence

By signing this Whistleblower Protection Policy, we affirm our commitment to fostering an environment conducive to the disclosure of sensitive information while preserving the identity of whistleblowers.

Oumou Oumar Bâ
General Director

Haby Mamadou Dia
President of the Board of Directors