



REBUILD AID FORENING



WHISTLEBLOWER, COMPLAINTS & IRREGULARITY REPORTING POLICY

VERSION 3.01

This Policy establishes a safe, confidential, and accountable framework for reporting concerns and complaints about misconduct, fraud, corruption, abuse, unethical behavior, and other wrongdoing, without fear of retaliation.



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1. Purpose

The purpose of this Whistleblower and Irregularity Reporting Policy is to provide safe, accessible, confidential, and trusted mechanisms through which individuals can report suspected misconduct, wrongdoing, safeguarding concerns, corruption, fraud, abuse, ethical violations, legal non-compliance, or other irregularities affecting Rebuild Aid Forening's operations, programmes, partnerships, or resources. Rebuild Aid Forening is committed to fostering a culture of integrity, accountability, transparency, and responsible stewardship. The organisation recognises that timely reporting of concerns is essential to protecting beneficiaries, staff, volunteers, partners, donors, and the organisation itself from harm, misconduct, and misuse of resources.

This Policy aims to:

- Encourage the reporting of concerns in good faith;
- Ensure that reports are handled fairly, confidentially, and professionally;
- Protect whistleblowers and complainants from retaliation, intimidation, discrimination, or adverse consequences;
- Facilitate the early identification and management of risks;
- Support compliance with donor requirements, legal obligations, safeguarding standards, and organisational policies;
- Strengthen accountability and public trust in Rebuild Aid Forening's work;
- Promote a culture where ethical conduct and responsible reporting are valued and supported.

This Policy applies to reports concerning, but not limited to:

- Fraud, corruption, bribery, or theft;
- Misuse or diversion of funds, assets, or resources;
- Safeguarding violations and child protection concerns;
- Sexual exploitation, abuse, or harassment (PSEA);
- Conflicts of interest;
- Discrimination, harassment, bullying, or abuse of authority;
- Violations of organisational policies or codes of conduct;
- Human rights violations;
- Terrorism financing or sanctions violations;
- Serious misconduct, unethical behaviour, or operational irregularities;
- Any activity that may significantly harm individuals, communities, donors, partners, or the reputation and integrity of Rebuild Aid Forening.

Rebuild Aid Forening maintains a zero-tolerance approach to retaliation against individuals who report concerns in good faith and is committed to ensuring that all reports are assessed and addressed in a timely, impartial, and appropriate manner.

Through this Policy, Rebuild Aid Forening seeks to strengthen organisational accountability, safeguard affected individuals and communities, support ethical decision-making, and ensure compliance with Danish, European, donor, and international humanitarian standards.

2. Scope and Applicability

This Policy applies to all activities, programmes, projects, partnerships, operations, procurement processes, grants, funding arrangements, and organisational functions undertaken, managed, funded, supported, or implemented by Rebuild Aid Forening.

The Policy is mandatory for:

- All Board members;
- Staff members, whether permanent, temporary, full-time, or part-time;
- Volunteers, interns, and trainees;
- Consultants and advisors;
- Contractors and service providers;
- Implementing partners and sub-grantees;
- Consortium partners and collaborating organisations;
- Suppliers and vendors;
- Beneficiaries and community members participating in organisational activities;
- Any other individual or entity acting on behalf of, representing, or associated with Rebuild Aid Forening.

This Policy applies to concerns arising in:

- Denmark and all countries where Rebuild Aid Forening operates;
- Humanitarian, development, advocacy, fundraising, and administrative activities;
- Field operations and partner-managed projects;
- Online and digital platforms managed by the organisation;
- Procurement, recruitment, contracting, and financial management processes;
- Interactions with beneficiaries, communities, partners, suppliers, donors, authorities, and other stakeholders.

Reports may be submitted by:

