



BANGLADESH MAHILA PARISHAD

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WHISTLE BLOWING POLICY

Employees are often the first to realize that there may be something seriously wrong within the organization. Whistle blowing is viewed by BMP as a positive act that can make a valuable contribution to BMP's efficiency and long term success. BMP is committed to achieving the highest possible ethical standards in all of its practices. To help achieve this standard is encourages freedom of speech.

AIMS:

The policy is designed to ensure that employees can raise their concerns about wrong doing or malpractice within the organization without fear of victimization, subsequent discrimination, disadvantage or dismissal.

It is also intended to encourage and enable employees to raise serious concerns within the organization rather than ignoring a problem or blowing the whistle outside.

PRINCIPLES:

- BMP encourages its employees to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice.
- Provide avenues for those concerns and receive feedback on any action taken.
- Reassures employees that they will be protected from possible reprisals or victimization if they have made any disclosure in good faith.

THIS POLICY APPLIES TO ALL

- Employees of BMP
- Employees of contractors working for BMP
- Employees of suppliers
- Voluntary members working with BMP

GENERALLY FOLLOWING MATTERS RELATES TO THE POLICY

- Conduct which is an offence or a breach of the law (a criminal offence has been committed or falling to comply with any other legal obligation.
- Disclosures related to miscarriage of justice.
- Sexual, disability, religious or other discrimination.
- Damage to the environment.
- Unauthorized use of funds or other assets.
- Possible fraud and corruption
- Neglect or abuse of clients, or
- Other unethical conduct
- This list is not exhaustive

PROTECTING THE WHISTLEBLOWER:

- The policy makes it unlawful for BMP authority to dismiss any one or allow them to be victimized on the basis that they have made an appropriate lawful disclosure in accordance with the policy.
- BMP recognizes that the decision to report a concern can be a difficult one to make. If employees honestly and reasonable believe what they are saying is true, they should have nothing to fear. Because they will be doing their duty to employer, their, colleagues and those for whom they are providing service.
- BMP will not tolerate any harassment or victimization of a whistleblower and will take appropriate action to protect the staff when they raise concern in good faith and will treat this as a serious disciplinary procedure.

SUPPORT TO WHISTLEBLOWER:

- Throughout the process
- Whistleblower will be given full support from Senior Management.
- Her/his concerns will be taken seriously and
- BMP will do all it can help employees throughout the investigation.

CONFIDENTIALITY:

All concerns will be treated in confidence and every effort will be made not to reveal whistleblower's identity if that is his/her wish.

RAISING A CONCERN:

- BMP staff should normally raise concerns with:
- Line Manager
- Sub Committee
- Focal Point
- Joint General Secretaries
- Executive Officers.

BMP will respond to the concerns as quickly as possible.