



ಸಮುದಾಯ ಆರೋಗ್ಯ ಜಾಗ್ತಿ, ಸಂಶೋಧನೆ ಮತ್ತು ಕ್ರಿಯಾ ಸಂಸ್ಥೆ

## Society for Community Health Awareness, Research and Action - SOCHARA

Registered under the Karnataka Societies Registration Act 17 of 1960, S.No. 44/91-92.

*Passed at the EC meeting on 8-11-2024*

### Society for Community Health Awareness, Research and Action

#### Whistle Blower Policy

##### 1. Introduction

Whistle blower policy of SOCHARA aims to reinforce the organization's commitment to its policies, values, attitudes and behaviors. The system provides an alternative channel to serious problems that arise in the working environment. The purpose of this policy is to provide an effective procedure for people to raise their concerns when they believe that abuse, serious malpractice or professional misconduct has taken place.<sup>1</sup>

##### 2. Definition

“Whistle Blower” is defined by this policy as an employee who reports, to one or more of the parties specified in this policy, an activity that he/she considers to be illegal, dishonest, unethical, or otherwise improper.

##### 3. Policy

3.1. This policy applies to all staff of SOCHARA, all clusters and those of Partner organizations who are in partnering relationship with SOCHARA. The policy covers the responsibility to report wrongful acts committed by SOCHARA staff, partners and members of the governing body.

3.2. Serious misconduct includes wrong-doing, misconduct, bribery and theft. This may include

1. Financial and procedural malpractice, this includes misappropriation of funds, mismanagement, suspected fraud or actual fraud or abuse of authority.
2. Falsification of organizational records for personal benefit.
3. Covering up any of the financial and other irregularities in the organization.
4. Miscarriage of justice.

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<sup>1</sup> <https://www.oxfamindia.org/sites/default/files/Whistleblowing%20Policy.pdf>



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### 3.3. Reporting and responsibility

It is obligatory to all the staff of SOCHARA to report wrongful acts or suspected wrongful acts in accordance with this whistle blower policy. Staff of partner organizations are also required to report such acts committed by SOCHARA staff or their own staff in execution of their partnership agreements.

### 4. Procedure for reporting

Staff may raise concerns with the secretary coordinator/ Core management team in writing with supporting evidence.

### 5. Confidentiality

Staff/volunteers/partners who raise concern of malpractice or misconduct will be accorded protection from victimization or any other hostile behavior. However, any person coming forward with such a concern/allegation will follow due procedure and give ample reason to show that these concerns have been raised in good faith. The identity of the person who raises concern will be kept confidential.

### 6. Handling of the reported cases

- The secretary coordinator who receives such complaints/concerns will acknowledge the receipt of the report within five working days.
- A committee will be set up by the Secretary Coordinator should properly investigate and report to the secretary coordinator.
- The person accused will have the right to present his/her account of events in all fairness at the earliest opportunity.

### 7. False Allegation

Any allegations not made in good faith or found to be false or malicious, will be treated as a disciplinary offense and will be investigated in accordance with extant procedures.

*For Society for Community Health Awareness, Research and Action ( SOCHARA )*

  
Dr. S Pruthvish

President



  
Ms. Prafulla S

Secretary Co ordinator