

## **EthioGBFF Whistleblower Policy**

### **Purpose**

EthioGBFF (Ethiopian Girls' Bright Future Fund) is committed to upholding the highest standards of ethics, transparency, and accountability in all its operations. This Whistleblower Policy is intended to encourage and protect employees, volunteers, board members, and other stakeholders who report concerns about suspected misconduct, unlawful practices, or violations of organizational policies without fear of retaliation.

### **Scope**

This policy applies to all individuals associated with EthioGBFF, including employees, officers, board members, volunteers, interns, contractors, and consultants.

### **Policy Statement**

Any person who suspects or becomes aware of misconduct, including, but not limited to:

- Fraudulent financial practices or accounting irregularities
- Conflicts of interest not disclosed
- Misuse of organizational resources
- Discrimination or harassment
- Violations of laws, regulations, or EthioGBFF's policies

It is encouraged to report such concerns in good faith.

### **Reporting Procedures**

Reports may be made confidentially and anonymously to:

- **Executive Director** at [amare@ethiogbff.org](mailto:amare@ethiogbff.org)
- **Board Chairperson** if the concern involves the Executive Director
- **Independent reporting mechanism (optional):** To be added if applicable

All reports will be handled promptly and discreetly, with appropriate investigation and corrective action, if warranted.

### **Confidentiality**

Reports made under this policy will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation and comply with legal obligations.

### **Protection from Retaliation**

EthioGBFF strictly prohibits retaliation against any individual who, in good faith, reports a

suspected violation or assists in an investigation. Retaliation may include demotion, dismissal, threats, harassment, or other adverse actions. Any act of retaliation will be treated as a serious disciplinary matter.

**False Allegations**

While this policy is intended to encourage good-faith reporting, individuals who knowingly make false or malicious accusations may be subject to disciplinary action.

**Review and Adoption**

This policy shall be reviewed periodically by the Board of Directors and revised as needed to remain current with legal standards and organizational best practices.

Chairman Signature *Amare Berkis*

Policy approved by the Board of Directors on July 1, 2024