



## Whistleblower Policy

### Mahila Mandal Barmer Agor

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# 1. Introduction

Mahila Mandal Barmer Agor is a grass roots organization working in Barmer, Jaisalmer, Jalor, Jodhpur, Nagor, Pali, Sirohi & Ajmer district since 1985, registered under Societies Registration Act 1958 in Barmer of Rajasthan. It's focus of development are Persons with Disabilities, Skill Development, Road Safety, Women Empowerment, Livelihood, Gender equality, Education & literacy, Health & Hygiene, Water and Sanitation and Agriculture and Dairy. We work for Disadvantaged, Backward, Exploited, Poor, Isolated and Minorities.

## **Vision**

"To establish a society with equal rights for men and women"

## **Mission**

"To bring Consciousness, Awareness and uplift villagers, Person with Disabilities & minorities on their fundamental rights through education, peoples support and participation and organization's efforts."

## **Strategy**

"Promoting to all especially for Feminine, Person with Disabilities and to provide them basic rights, to eliminate social evils from root like exploitation, killing infant girl, Early & unmatched marriage through organisation's effort and people's support".

## **The main objectives**

- To improve the social, political, educational, Economic condition of deprived, Person with disabilities and minorities.
- To fight against the social evil prevalent in the society.
- To generate awareness on basic rights of minorities.
- To work against exploitation of girls and Person with Disabilities in the community.
- To create awareness for protection of Water resources.
- To strengthen the Panchayati Raj System for developmental activities.
- To create income generation activities for Women.
- To support villagers for betterment of education especially for girls and vulnerable.

## **Thematic area of intervention**

- Persons with Disabilities
- Skill development
- Road Safety
- Livelihoods
- Women Empowerment
- Education and Literacy
- Health and Hygiene
- Water and Sanitation
- Disaster Response
- Agriculture and Dairy

Mahila Mandal Barmer Agor (the “Organization”) requires directors, officers, employees and volunteers to observe high standards of development intervention and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

## **2. Reporting Responsibility**

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that the Organization can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of the Organization’s policies or suspected violations of law or regulations that govern the Organization’s operations.

## **3. No Retaliation**

It is contrary to the values of the Organization for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports a violation of the Organization’s policies, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any law or regulation governing the operations of the Organization. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or volunteer status.

## **4. Reporting Procedure**

Directors, officers, employees and volunteers should share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, employees and volunteers should report to the President. However, if an employee or volunteer is not comfortable speaking with the President or is not satisfied with the response, that employee or volunteer is encouraged to report to any director of the Organization.

## **5. Acting in Good Faith**

Any good faith report, concern or complaint is fully protected by this policy, even if the report, question or concern is, after investigation, not substantiated. Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Organization’s policies or applicable law. Any allegations that prove not to be substantiated and have been made maliciously or with knowledge that they were false will be treated as a serious disciplinary offense.

## **6. Confidentiality**

Upon the request of the complainant, the Organization will use its best efforts to protect the confidentiality of the complainant for any good faith report. Violations or suspected violations may be submitted on a confidential basis by the complainant. They may also be submitted anonymously in writing and depositing the form in the designated box located. Reports of violations or suspected violations will be kept confidential to the extent possible, with the understanding that confidentiality may not be maintained where identification is required by law or in order to enable the Organization or law enforcement to conduct an adequate investigation.

## **7. Handling of Reported Violations**

All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation. The complainant will be informed that follow-up has or is occurring within two weeks after the President or board member has received the complaint or report. The Executive Committee shall be informed of all such complaints or reports.