



## MEDICAL WOMEN'S ASSOCIATION OF NIGERIA (MWAN) RIVERS STATE BRANCH

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### Whistleblowing Policy

A whistleblower is a worker who reports certain types of wrongdoing – usually something they have seen at work. Qualifying disclosures (also known as protected disclosures) are legitimate concerns that a worker raises about specified matters, and are reasonably believed to be in the public interest. A qualifying disclosure is one made in the public interest by a worker who has a reasonable belief that any of the following is being, has been, or is likely to be, committed:

- A criminal offence
- A miscarriage of justice
- An act creating risk to health and safety
- An act causing damage to the environment
- A breach of any other legal obligation, or
- Concealment of any of the above

Speaking up about any concern you may have is important. It is vital because it helps improve services and the working environment. Raising concerns can sometimes feel like ‘complaining’ or going behind others’ backs and this can sometimes prevent people from speaking up. MWAN is committed to an open and honest culture. We are committed to listening to our staff, learning lessons and improving services.

Remember that as a healthcare professional you may have a professional duty to report a concern. If in doubt, please raise it. Don’t wait for proof. Please raise the matter while it is still a concern. It doesn’t matter if you turn out to be mistaken, especially if you are genuinely troubled.

#### This MWAN Whistleblowing Policy Purpose is to:

1. Reiterate that it is important that any fraud, misconduct or wrongdoing carried out by employees, partners or vendors of MWAN is reported and properly dealt with. MWAN, therefore, encourages all individuals to raise any concerns that they may have about the conduct of others or the way in which MWAN is run.
2. Inform everyone should be aware of the importance of preventing and eliminating wrongdoing at work.
3. Confirm any matter raised under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation will be reported.
4. Confirm a worker or member who makes a protected disclosure or ‘blows the whistle’ has the right not to be dismissed, subjected to any other detriment, or victimised because he or she has made a disclosure. This means that continued employment and opportunities for future activities will not be prejudiced because you have raised a legitimate concern. The victimization of a worker or member for raising a qualified disclosure will be a disciplinary offence.

Maliciously making a false allegation is a disciplinary offence. An instruction to cover up wrongdoing is itself a disciplinary offence.

#### MWAN Commits:

All whistleblowers will be protected.

This policy applies to all members and employees of MWAN, regardless of seniority or location. It also extends to anyone working for or on behalf of MWAN e.g. those engaged by MWAN, on a self-employed basis or an agency arrangement or where our activities involve the use of third parties e.g. suppliers, vendors, consultants.