



The decision to adopt this policy was taken by the board of Rainbow Refugees Sweden during the board meeting on the 2022-06-08.

Introduction

Rainbow Refugees Sweden has a number of values that guides our work. These are written in our code of conduct. These are respect, empowerment, safety, solidarity and trust. We expect that members, volunteers, co-workers, partners and others who are involved in our work speak up if there are serious flaws in our organization that may harm our members or the organization.

Reports from whistleblowers are a source of vital information which makes it possible for organizations to catch and rectify wrongdoings or crimes at an early stage. The aim of this policy is to facilitate such a process.

1. What is whistleblowing?

Those active in an organization, and especially individual volunteers who work in the operation on a regular basis, are often the first to know when something is seriously wrong. A culture of ignoring serious wrongdoings means that nobody raises their voice and that those in charge don't get the chance to act before serious harm occur.

Whistleblowing is way of alerting those in charge to potentially serious harm in the organization. A whistleblower is the person that alert and speaks out about the harm. He/she/they doesn't have to prove the harm they are reporting.

A whistleblowing case shouldn't be confused with general discontent that can arise between members, volunteers and/or board members. It also doesn't replace other contacts with, or reports to, instances such as authorities or healthcare. If a whistleblower case is dismissed, the person who reported the irregularity should be informed and be given the opportunity to turn to another instance. The harm may still be fixed, but not as a whistleblower case.

2. What is meant by harm?

Harm according to this policy involve illegal or prohibited behavior and may include the following:

- Illegal actions.
- Violation of code of conduct.
- Actions that violate Rainbow Refugees Sweden's policies or harmful negligence of these steering documents.
- Unprofessional behavior that harms members or Rainbow Refugees Sweden.
- Wrong accounting or accounting practices.
- Actions that can harm a person or property.
- Serious abuse of power or position.
- Discrimination, sexual harassment and other forms of harassment.
- Biased handling of conflicts of interest.



- Corruption and/or Blackmailing.

3. How to report a case

If you feel/face something wrong, you can report this to the chairperson of Rainbow Refugees Sweden. You can also contact the auditor of Rainbow Refugees Sweden who have the right to review the operation and ensure that things are done right.

4. Protection for whistleblowers

A whistleblower is protected through:

- retaliation from other volunteers/board members/stakeholders towards individuals who report is forbidden,
- people who aid in the reporting and people connected to the person who reports are protected from retaliation.

Retaliation means that someone is subject to some form of punishment or mistreatment as a result of them having reported harm.

Retaliation towards a whistleblower as well as whistleblowing on false grounds should have consequences. Such situations are in that case handled by the board.

Anonymity

You have the right to report either anonymously or in your own name. The person who handles the report is responsible for informing about the right to be anonymous.