

Reporting Misconduct



You **see**, **are told** or **hear** about something concerning - this could be an incident, allegation, belief or suspicion of misconduct

All employees and volunteers have a duty to report

Finding and recommendation of investigation.
(substantiated or not substantiated)

Report it
Speak to a CARE staff or someone running the project
Go to CARE Line
www.care.ethicspoint.com



Investigation
Includes informing alleged perpetrator, who has the right to respond.
Respect confidentiality and privacy.



Take actions to uphold high standards of honesty, integrity and ethics and community safety

CARE will assess

If we decide to investigate

Report to donor and consider reporting to legal authorities (consult with victims)

Consider actions to prevent further harm.
Refer victim/survivors to support services

