



**Pan American
Health
Organization**



*Regional Office of the
World Health Organization*

PAHO/WHO E-Manual

Chapter II: Planning, Monitoring and Oversight

Section 8: Oversight

(Financial and operational audit; Fraud investigation)

8.1: Policy to Protect Against Retaliation for Reporting Wrongdoing or Cooperating in an Investigation or Audit

Revision Date:
Responsible Office(s): DD/ETH
Official File Name: 014 Policy Formation

* An asterisk indicates that the adjacent material is new or substantively revised.

II.8.1 Policy to Protect Against Retaliation For Reporting Wrongdoing or Cooperating In an Investigation or Audit

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Effective Date: 2 February 2010

10 Purpose—This policy is intended to reinforce existing provisions that prohibit retaliation for reporting possible unethical behavior or wrongdoing and to delineate the steps that will be taken to deal with claims of retaliation. It aims to protect people working for PAHO, as well as those who do business with it, from retaliation for disclosing in good faith an ethical concern, improper activity, or suspected wrongdoing or for participating in an internal workplace investigation or audit.

20 Scope—This policy applies to any person who works for PAHO, regardless of position, type of contract, or duration of appointment, including interns and volunteers, as well as to people who previously worked in the Organization and anyone who has business dealings with PAHO, including contractors, vendors and partners.

30 Policy and Essential Procedures

30.1 Basic Premise—The basic premise of this policy is that retaliation is unacceptable in PAHO under any circumstance and that individuals have the right to be protected from any form of retaliation and will not suffer any negative consequences for reporting actions or behavior that they consider unethical or harmful to the Organization or for cooperating in an investigation or audit.

30.2 Essential Procedures

[**Policy to Protect Against Retaliation for Reporting Wrongdoing or
Cooperating in an Investigation or Audit**](#)

40 Responsibilities

40.1 Ethics Office (ETH)—is responsible for the review and revision of this policy as appropriate.