



How do you "blow the whistle"?

There are many ways to report misconduct, including:

- Write an email to WFP's confidential hotline hotline@wfp.org, or send a fax to the confidential fax line +39.06.6513.2063. You'll get a response within 1 working day.
- For an immediate response, call the Hotline on FoodSAT 1301.3663 or dial directly +39.06.6513.3663.
- Contact a WFP oversight officer:
 - Adnan Khan
Inspector General Adnan.Khan@wfp.org
 - Vernon Archibald
Chief of Inspections and Investigations
Vernon.Archibald@wfp.org
 - Maxine Manditsch,
Sr Inspections and Investigations Officer
Maxine.Manditsch@wfp.org

Important information about confidentiality...

- All of the ways to "blow the whistle" listed above are confidential. **Your name will not be disclosed without your permission.**
- If you are worried about retaliation, say so** in your email, or tell the oversight officer at the time you report the misconduct.
- You don't have to give your name when you blow the whistle**, but bear in mind that anonymous tips are less credible and more difficult to follow up on.

Office of Inspections and Investigations
Oversight Services Division

Via Cesare Giulio Viola, 68/70
00148 Rome, Italy

hotline@wfp.org

Food SAT 1301.3663

Tel.: +39.06.6513.3663

Fax: +39.06.6513.2063

For more information on
the WFP Whistleblower Protection Policy
and other information related to oversight see

http://home.wfp.org/Transparency_Accountability



WFP Whistleblower Protection Policy



Protecting People Who
Report Misconduct

Read about how WFP's
Whistleblower Protection Policy
applies to you...



What is a "whistleblower"?

A "whistleblower" is someone who reports anything that breaks WFP's rules, regulations and procedures, anything that's against the law, and anything that could damage WFP's reputation.

Whistleblowers include:

- WFP staff members** As international civil servants, all WFP employees, including locally recruited staff, must immediately report any evidence that WFP's rules are being broken.
- Former staff members** who come forward with evidence even though they are no longer employed by WFP.
- Consultants and volunteers, interns, and temporary staff** working for WFP.
- Staff of contractors and cooperating partners** (transporters, suppliers, government counterparts and NGO partners).
- Beneficiaries** and people who live in the communities where WFP operates.



What kinds of things do whistleblowers report?

In the past, whistleblowers have reported things like:

- Financial fraud** — WFP finance staff were transferring money from WFP's bank accounts to their own personal bank accounts.
- Entitlement fraud** — a WFP staff member was claiming dependency allowances for children that he/she didn't have.
- Food diversion** — WFP implementing partners were diverting food and falsifying beneficiary distribution reports.
- Theft** — a WFP staff member was siphoning fuel from WFP vehicles and stealing spare parts.
- Corruption** — a WFP logistics officer was getting kickbacks in the form of gifts from a transport company.
- Waste** — a WFP programme officer did not update the call forward based on actual distribution figures. As a result a lot of food built up in the warehouse and some of it spoiled.
- Harassment** — a manager yelled at a staff member, called him/her "stupid" during a staff meeting, and continued to publicly put the staff member down on several subsequent occasions.
- Sexual Exploitation** — truck drivers employed by transport companies contracted by WFP were giving beneficiaries WFP food in exchange for sex.



Why do whistleblowers need protection?

Sometimes people don't blow the whistle on misconduct because they are afraid of retaliation. Retaliation does happen — and whistleblowers need to be protected against it.

Retaliation can take many forms, including:

- An unfair PACE assessment;
- Not being put forward for a deserved promotion;
- Having a contract groundlessly terminated;
- Verbal harassment, physical abuse; and
- Threats of any of the above.

The Whistleblower Protection Policy makes clear that **whistleblowers will be protected during and after an investigation** and that WFP staff who retaliate against whistleblowers may be punished.

For a copy of the policy:

- Download it from WFPGo >> DocuStore >> Circulars: Executive Director
- Visit WFP's new **Transparency and Accountability webpage** on WFPGo >> Web Central >> Transparency and Accountability
- Contact anyone in **OSDI** and they'll send you a copy.