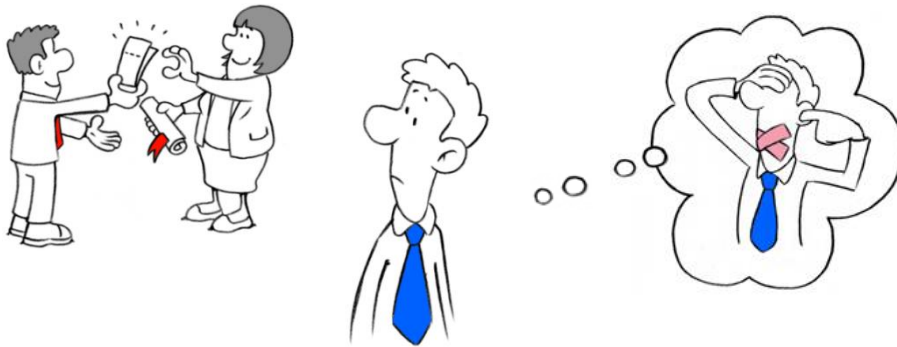


SITUATION & SOLUTION: REPORTING CHANNELS

Corruption is an act involving the misuse of a person's position or authority in order to further personal interests or the interests of another person or entity. ([Anti-Fraud and Anti-Corruption Guideline, Sec. 4.1](#))

Examples of corruption include: bribery (incl. 'kickbacks'), fraud, embezzlement and theft



If you suspect or become aware of any **corrupt conduct...**

- Immediately inform **your supervisor** ([Anti-Fraud and Anti-Corruption Guideline, Sec. 6.3 & 7.1](#))
- In given situations you can report directly to the **responsible National or Managing Director or International Director Region** e.g., where your supervisor is the subject of concern, or if you have already sought their support and feel that the report was not considered further ([Anti-Fraud and Anti-Corruption Guideline, Sec. 7.1](#))
- If neither of these options are appropriate or fruitful, you can make a report to **your supervisor's superior** and to the **HR department at the next level** ([Code of Conduct, Sec. 4.5](#))
- If you would like to report through the **online whistleblowing channel**, use the link on the SOS CVI external website www.sos-childrensvillages.org/integrity-and-compliance ([Anti-Fraud and Anti-Corruption Guideline, Sec. 7.3](#))
- At last resort you can inform **any other person in a position to receive such reports** e.g., a representative of your local staff council, local legal department, local supervisory board, or the Integrity, Compliance & Legal unit at the International Office ([Code of Conduct, Sec. 4.2](#))

PLEASE NOTE:

- We **encourage you to identify yourself** when reporting corrupt conduct to enhance efficiency and support the effectiveness of the investigation. Your **identity** will be **protected**. ([Anti-Fraud and Anti-Corruption Guideline, Sec. 7.4](#))
- If you report in **good faith** (honestly believing the report to be true), you will not face negative consequences. ([Anti-Fraud and Anti-Corruption Guideline, Sec. 8.5](#))
- Of course, reports can be made anonymously, if desired. ([Anti-Fraud and Anti-Corruption Guideline, Sec. 7.3](#))

