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)