



It is through strong relationships that Nonviolent Peaceforce can deliver its mission to protect civilians in violent conflicts via unarmed strategies, build peace side-by-side with local communities, and advocate for the wider adoption of these approaches to safeguard human lives and dignity. In our work and everything that we do NP is committed to the values of justice, dignity, and accountability. We have zero tolerance for any form of abuse of power, sexual exploitation, fraud and corruption, physical and psychological abuse, or criminal offenses. Misconduct by NP staff or others acting in NP's name diminishes the safety, dignity, and voice of affected communities with whom we work with and with whom we have built strong relationships. It threatens our ability to work in a community, our reputation, and, in the way worst cases, our ability to have NP presence in the country. We understand it takes courage to speak up. At NP we are committed to providing you with an easy and safe way to raise your concerns. That's why we have the SpeakUp® reporting mechanism.

Everyone who's in contact with NP is protected and has the right to file a report. This includes NP staff, stakeholders, partners, and people in the community we work with. You should speak up as soon

as you suspect there has been a violation of the code of conduct or if you witness any misconduct.

We understand that sometimes the situation is difficult so it might not be easy to determine if something is not right. We encourage you to use what is described in NP's policies as a reference point or consult the safeguarding advisors of focal points in-country. In doubt use the mechanism to report anything that doesn't seem to constitute ethical, compliant, or lawful behavior.

We distinguish between minor misconduct and serious misconduct.



Workplace disagreements should be reported directly to your local line manager, in-country senior management team (SMT), safeguarding advisor, or HR office. Minor misconduct should be reported

to the safeguarding advisor or focal points and these issues will be dealt with in country.

If your complaint concerns your manager or a serious misconduct you should use the SpeakUp® reporting

mechanism. The SpeakUp® reporting mechanism is a secure and confidential system covering all types of serious misconduct, from sexual abuse and exploitation to corruption assault and theft.

To file a report to the executive team at NP headquarters in Geneva, use the SpeakUp® portal located on NP's website. You can report your concern via phone web and email.

Every single report is handled with the utmost confidentiality. When you file a

report your identity is not revealed, neither is the identity of the witnesses the survivors

or the subject of the complaint. All details are kept confidential. Every complaint will

be reviewed and will lead to an investigation. Anyone using the SpeakUp® reporting mechanism

to file malicious reports for personal gain or revenge will meet disciplinary sanctions.

If you have any questions or in case of an emergency, please ask your manager, safeguarding

officer, or HR office how to proceed. You can also reach out to the Global Head of People, Culture, and

HR at NP's headquarters in Geneva. All reports will help us to uphold the code of conduct and

safeguarding provisions to protect the communities we serve, our partners, and our colleagues.

Your efforts to fight misconduct will allow us to continue working alongside

more communities as fully committed partners to interrupt and prevent violence. Thank you