



## Welcome

**Justice Rapid Response** is committed to upholding the highest standards of conduct and ethics in all areas of their organisation. In line with this commitment **SeeHearSpeakUp** has been appointed to provide an external and independent whistleblowing service to you and your colleagues. If you have serious concerns about any aspect of Justice Rapid Response's work you are encouraged to come forward and voice those concerns in a safe and secure manner. You have the right to raise concerns in the knowledge that they will be taken seriously and investigated appropriately.

Concerns that you raise will be passed to the leadership of Justice Rapid Response to consider potential investigation. Your personal details, such as your name and contact information will not be shared unless you provide **SeeHearSpeakUp** with your consent to share your details. Although not encouraged, you can also raise concerns anonymously to **SeeHearSpeakUp**. For more details - see annexed Frequently Asked Q&A

## How it works

Justice Rapid Response encourages you to raise concerns internally. However, if for whatever reason, you wish to raise concerns to **SeeHearSpeakUp** you can do so using the following reporting channels:

### PHONE



### ONLINE



### EMAIL



You can call **SeeHearSpeakUp** call handlers on:

- ⊕ Switzerland - 0800 830 236
- ⊕ USA - 1 855 290 6405
- ⊕ Ireland - 1 800 901 631
- ⊕ Nairobi - 0026 483 380 0109
- ⊕ Rest of the world - 0023 4144 0731

The external whistleblowing hotlines are operated 365 days a year, 24 hours a day. All call handlers are professionally trained and qualified to ensure that you are dealt with in a professional and confidential manner.

You can report online via the website at [www.seehearspeakup.co.uk/en/file-a-report](http://www.seehearspeakup.co.uk/en/file-a-report). You will need your username and password to login. The details are as follows:

**USERNAME - Jrr**

**PASSWORD - Jrr943**

Alternatively you can email your concerns to **SeeHearSpeakUp** at [report@seehearspeakup.co.uk](mailto:report@seehearspeakup.co.uk). When emailing please state the organisation in the subject header.

## TYPES OF WRONGDOING YOU CAN REPORT

- ⊕ Financial Mismanagement
- ⊕ Bribery
- ⊕ Discrimination
- ⊕ Retaliation or Retribution
- ⊕ Fraud
- ⊕ Exploitation and Abuse, Including of a Sexual Nature
- ⊕ Health and Safety
- ⊕ Bullying
- ⊕ Theft
- ⊕ Corruption
- ⊕ Breach of Security Rules