



## Ethics Unit

### SAY NO TO MISCONDUCT!

At the Alliance, we are committed to a culture of **integrity, respect, and accountability**. That is why if you experience, witness, or suspect any form of inappropriate behavior, we encourage you to **report it**.



### What should you report?

**Fraud, corruption, or bribery.** These actions harm our programs, waste resources, and damage the organization's reputation.



**Sexual Exploitation, Abuse, and Harassment,** even if it occurs outside of working hours. The Alliance enforces a **zero tolerance policy** for these behaviors. They are considered **serious offenses** and may result in dismissal.



### SPEAK UP NOW!



You can report concerns **anonymously and confidentially** through the official reporting channels.



### Formal Reporting Options



**Ethis Unit:**  
[alliance-ethicspoint@cgiar.org](mailto:alliance-ethicspoint@cgiar.org)



#### Whistleblower Service:

 [report.syntrio.com/AllianceBVlandCIAT](https://report.syntrio.com/AllianceBVlandCIAT)  
 [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com)



#### Alternate Channels

- **Your Supervisor:** for informal resolution or guidance.
- **Human Resources:** contact your regional HR manager for advice and available options.
- **Internal Audit:** Richard Kocik-  
[r.kocik@cgiar.org](mailto:r.kocik@cgiar.org)

## Timely reporting is essential!

Scan the QR code to access the reporting channel, available in multiple languages.

