

EPHA WHISTLEBLOWER POLICY

June 2024



The European Public Health Alliance

www.eph.org epha@epha.org Transparency Register Number: 18941013532-08



EPHA Whistleblower Policy

June 2024

Contents

About the European Public Health Alliance.....	2
EPHA's mission	2
Purpose of the whistleblower policy.....	2
Reporting responsibility	3
No retaliation.....	3
Reporting violations	3
Responsibility for the policy	3



About the European Public Health Alliance

The European Public Health Alliance (EPHA), recognised as the leading European advocacy public health NGO, is an international not-for-profit association established in Belgium in 1993. With a mission to protect and improve public health in Europe, EPHA has grown into Europe's largest platform of civil society organisations working on health. EPHA is active in all policy areas that affect health, either directly via health policies, or across areas that have an impact on health, including the social, economic, environmental factors, but also political and commercial determinants of health. In its work in the public interest, EPHA is independent from commercial funding.

What sets EPHA apart from other EU public health NGOs is its membership and its audiences. EPHA can proudly claim to be a people's platform for public health – set up by people and for people. Among its broad and versatile membership, EPHA hosts European umbrella organisations, national and regional organisations, but also the smallest of local grass roots. Its members include organisations of (public) health professionals, researchers, educators, and patients, organisations focusing on specific diseases (like cardiovascular or cancer), or on specific health threats (like tobacco or alcohol), and, importantly, an array of organisations that represent vulnerable population groups.

Notably, EPHA's nurses, doctors, scientists are not there to talk with each other - for that, they have their own professional associations. They are in EPHA to get involved in people's voice, to talk with people and to work for people.

The quest that unites such a diverse range of organisations is the right to health and combating exclusion or discrimination of anyone in Europe.

EPHA's mission

The mission of EPHA is to bring together the public health community to provide thought leadership and facilitate change, to build public health capacity to deliver equitable solutions to European public health challenges, to improve health and reduce health inequalities.

Purpose of the whistleblower policy

The purpose of this policy is to encourage staff, board members, consultants and other stakeholders to raise any serious concerns they may have about the way in which the EPHA is run or about the conduct of those involved running it. EPHA wishes to find out if malpractice or unlawful activity exists within EPHA, so that it can be dealt with appropriately.

The Whistleblower Policy applies to all EPHA staff, Board members, and consultants, but also others in a working relationship with EPHA.

EPHA's employees and representatives are committed to practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.



Reporting responsibility

It is the responsibility of all staff and Board members to comply with the policy and to report violations or suspected violations in accordance with this Whistleblower Policy. Other stakeholders are also encouraged to report violations and suspected violations in accordance with this policy.

No retaliation

No Board members, employees, consultants and other stakeholders who in good faith report any action or suspected action taken by or within EPHA that is illegal, fraudulent, or in violation of any other adopted policy of EPHA shall suffer intimidation, harassment, discrimination or other retaliation or, in the case of employees, adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to disciplinary measures up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within EPHA prior to seeking resolution outside EPHA.

Reporting violations

The Code addresses EPHA's open door policy and suggests that all staff and board members, consultants and other stakeholders share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee's supervisor is in the best position to address an area of concern. Supervisors are required to report any violation or suspected violation of law, this policy, or any adopted policy of EPHA to the Director General. If the issue is not resolved properly the supervisor will report to EPHA's Board, who has specific and exclusive responsibility to investigate all reported violations. In the case of any violation or suspected violation of law, this policy, or any other adopted policy of EPHA, or if someone is not satisfied or uncomfortable with following EPHA's open door policy, EPHA's Board should be contacted directly.

Responsibility for the policy

Overall accountability for upholding the terms of the Policy lies with the Director General. The entire EPHA Team is bound by the terms of this Policy and responsible for its implementation.

This policy is permanently featured on the EPHA website, in the Induction Package, and the EPHA Processes and Templates Overview Document for easy reference, and formally endorsed by top management, ensuring transparency and reinforcing our leadership's commitment to its implementation.

Finally, all EPHA employees are responsible for treating others with dignity and respect.