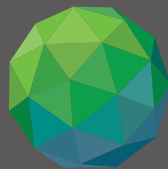




RETALIATION

HOW CAN GCF PROTECT ME?



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WHAT IS RETALIATION?

Retaliation occurs when:

- You have reported wrongdoing to the GCF
- You have assisted the GCF in an investigation
- You have requested administrative review
- You have filed an appeal against an administrative decision
- You support or represent such persons

...and someone treats or threatens to treat you wrongly because of this.



Remember that even if a person does not directly treat you wrongly but does so indirectly this may still be retaliation. For example they may encourage other people to treat you or someone that you know wrongly.



HOW CAN THE GCF PROTECT YOU FROM RETALIATION?

The GCF can:

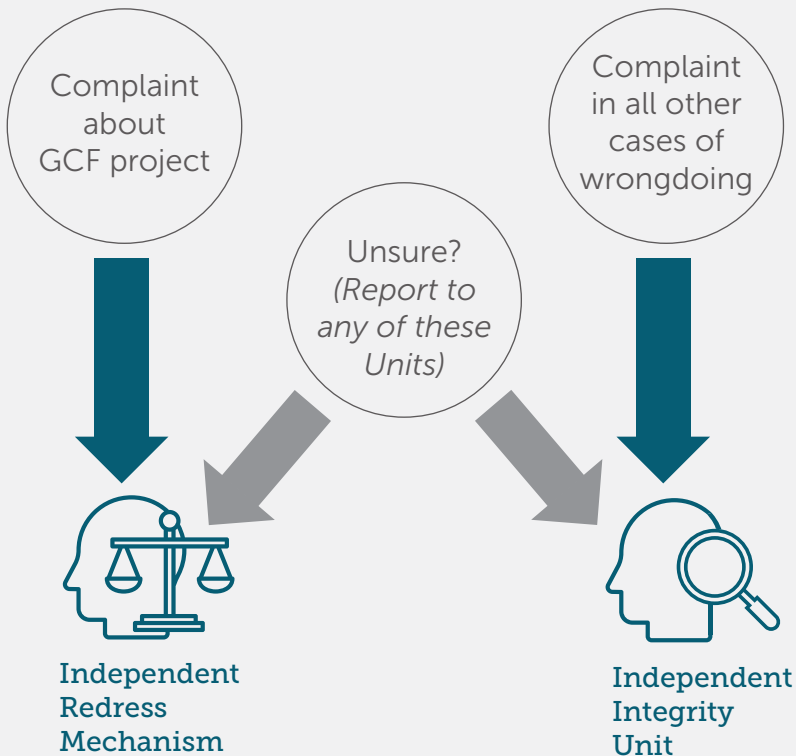
- offer confidentiality to you when making a report
- take action against the retaliator (if he/she is a person the GCF can exert control over)
- take steps to reduce harm
- seek redress resolutions

You will generally be consulted before the GCF takes any steps and will seek to implement them without delay.

WHAT IS THE GCF'S POLICY ON RETALIATION?

The GCF does not tolerate retaliation. The GCF is committed to protecting anyone who reports wrongdoing, makes a complaint or cooperates with a GCF investigation. The GCF provides this protection through the Independent Integrity Unit (IIU) and the Independent Redress Mechanism (IRM).

HOW TO REPORT RETALIATION?



The GCF is committed to protecting those who report wrongdoing with regard to GCF activities. The GCF provides this protection through the Independent Integrity Unit (IIU) and the Independent Redress Mechanism (IRM).

Independent Redress Mechanism

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