

## Whistle Blower Protection Policy

*Centre for Information Technology and Development (CITAD)* project employees are encouraged to report any perceived or witnessed act of waste, fraud, abuse and corruption on any CITAD's PROJECT. A whistle blower is required by law to disclose/draw the attention of relevant authorities to anything perceived to be corrupt.

According to *CITAD* Whistle blower Policy, any *CITAD's* employee reporting what he/she believes is evidently a wrongdoing will never be subjected to or threatened with reprisal for doing so *CITAD* will protect employees who expose any corrupt practice.

*Centre for Information Technology and Development (CITAD)* employees are encouraged to report any act of:

- i. Cost/Labour Mischarging
- ii. Bid Rigging
- iii. Embezzlement
- iv. Bribery and acceptance of gratuities
- v. False Claims
- vi. Conflicts of Interest
- vii. Travel Fraud
- viii. Abuse of Authority
- ix. Theft or abuse of government property
- x. Computer crimes
- xi. Employee misconduct
- xii. Bullying, Harassment and Discrimination (BHD)
- xiii. Sexual Harassment, Exploitation and Abuse (SHEA)



## Reporting Channels:

You are required to report to the under listed:

Mobile: - +234806 542 9784  
[ahmadyaks@citad.org](mailto:ahmadyaks@citad.org)

OR

Mobile: - +234806 807 8282  
[whistleblowing@citad.org](mailto:whistleblowing@citad.org)

[info@citad.org](mailto:info@citad.org)

Mobile: - +234802 708 4080  
[aliyakubus@gmail.com](mailto:aliyakubus@gmail.com)

**Please note:** All reported cases will be thoroughly investigated and your identity will be kept secret.

To aid prompt investigation of reported cases, whistle blowers have been advised to collect evidence. Evidence could include but are not limited to:

- i. Documents
- ii. Videos
- iii. Audios
- iv. DNA where possible
- v. Biometrics
- vi. Testimonial of an eye witness.

By reporting any case of misappropriation, CITAD recognizes that whistle blowers help root out waste, fraud, abuse and protect public health and safety.