



NIGERIAN INSTITUTE OF MEDICAL RESEARCH

Research for National Health

NIMR WHISTLEBLOWER PROTECTION POLICY



NIMRNIGERIA



NIMR

THE FOREMOST RESEARCH INSTITUTE IN NIGERIA

NIMR Whistleblower Protection Policy

The Nigerian Institute of Medical Research requires its Staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Institute, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This whistle blower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that the Institute can address and correct inappropriate conduct and actions. It is the responsibility of all staff and Stakeholders to report concerns about violations of the Institute's code of ethics or suspected violations of law or regulations that govern the Institute's operations.

No Retaliations

It is contrary to the values of the Institute for anyone to retaliate against any staff or stakeholder who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the Institute. A staff who retaliates against anyone who has reported a violation in good faith is subject to disciplinary action.

Reporting Procedure

The Institute has an open-door policy and suggests that staff share their questions, concerns, suggestions or complaints with their Heads of Department. If you are not comfortable speaking with your Head of Department or you are not satisfied with his/her response, you are encouraged to speak with the Director-General or the Anti - corruption and Transparency Unit (ACTU).

The Anti-Corruption and Transparency Unit

The Institute's Anti-Corruption and Transparency Unit is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Unit will advise the Director-General of all complaints and their resolution and will report to the supervising agency.



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