



**Enset Innovation Institute Inc.**

*Advancing Indigenous Innovation for Food Security and Climate Resilience*

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## **ENSET INNOVATION INSTITUTE, INC. (EII)**

### **WHISTLEBLOWER & NON-RETALIATION PROTECTION POLICY**

#### **1. Purpose and Scope**

Enset Innovation Institute, Inc. is committed to the highest standards of financial, legal, and ethical integrity. This policy applies to all board members, officers, employees, consultants, and consortium partners. It establishes a secure framework for individuals to report suspected misconduct without fear of retaliation or adverse employment consequences.

#### **2. Reportable Misconduct**

This policy covers the confidential reporting of serious, good-faith concerns regarding violations of EII's internal policies or federal/state laws, including:

- Financial fraud, embezzlement, theft, or bribery.
- Gross mismanagement of grant funding or donor assets.
- Procurement irregularities or conflicts of interest.
- Harassment, discrimination, exploitation, or abuse.
- Intentional data breaches or cybersecurity violations.

#### **3. Strict Non-Retaliation Guarantee**

No director, officer, employee, or contractor who in good faith reports a violation shall suffer harassment, retaliation, or adverse employment consequences. Any employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

#### **4. Reporting Procedures**

Reports may be submitted through the following designated, secure channels:

- **By Secure Email:** [compliance@ensetinnovation.org](mailto:compliance@ensetinnovation.org)
- **By Web Intake:** Directly via the secure compliance portal at [ensetinnovation.org/governance-transparency](http://ensetinnovation.org/governance-transparency)

Reports may be submitted anonymously. All reports will be investigated promptly and thoroughly by the Board's designated Safeguarding and Compliance officials.