

OVERVIEW

The IRC's Ethics and Compliance Unit (ECU), created in 2016, ensures that the IRC integrates a culture of integrity, prevention, and risk identification and mitigation at all levels of the organization and in accordance with the IRC Way, our values and the law. To do this, the ECU works collaboratively with Crisis Response, Recovery, and Development (CRRD), Resettlement, Asylum and Integration (RAI), organizational units and headquarters (HQ).

The ECU is responsible for:

- Ensuring that IRC integrates a culture of ethics, integrity and compliance into its business practices at all levels of the organization, in accordance with the IRC's Code of Conduct, our values, national laws and regulations
- Training and communications programs to raise awareness and prevent potential misconduct
- IRC's Code of Conduct and annual training
- Providing advice on ethics and compliance issues
- Development and Implementation of a global Enterprise Risk Management Process (ERM) for the IRC
- Global Safeguarding (in FY

The 2019 training for all staff was conducted from November 1, 2019 – January 31, 2020. The Code Training was designed by a team of senior leaders and technical experts from RAI, Awards Management Unit (AMU), CRRD, HR, and ECU. Included in the training were three focus areas: (1) Safeguarding; (2) Preventing Fraud and Corruption; and (3)

The Pilot implementation will occur from late February to June 2020, in two locations, namely,

Development of an IRC suite of safeguarding training materials: Building upon existing training materials, including the Anti-Sexual Harassment training, this training suite includes a three-hour Train the Trainer (ToT) session and four shorter versions of the same training material. It is

(3) Disciplinary Actions

a. Fiscal Integrity⁴

For 41 substantiated ECU Fiscal Integrity cases in FY19, there was disciplinary action taken against 59 staff including verbal and written warnings and contract terminations.

b. Safeguarding

For 34 substantiated ECU and HR safeguarding investigations, there was disciplinary action taken against 51 staff including verbal and written warnings and contract terminations.