ELOHIM FOUNDATION

Creating Alternatives, Promoting Sustainable Development.

INTERGRITY POLICY.

ADDRESS:

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Web site: **www.elohimfoundation.org.ng**

BACKGROUND

Elohim Foundation was formerly known as The Carpenter's Foundation International, a non-for-profit development and humanitarian organisation founded on the 13th September, 2001 in Abuja –Nigeria. The foundation is the brainchild of Dr. Ibecheole, Julius a physically challenged Nigerian, set out to tackle the challenges of human family preservation through socio-economic intervention.

The Foundation was registered with Cooperate Affairs Commission as a non-for-profit organisation on the 29th April 2002 five years after it started operation in Egbu Owerri, Imo State on 27th of August, 1997. Following its registration, the foundation officially got inaugurated in Abuja on the 13th of September, 2001. And in 2006 its operational office in Niger state was established.

In 2005, 2010 and currently in 2024 Elohim Foundation has gone through strategic structural and program reviews by external consultant development firms with intent to strengthen its operational capacity, efficiency, productivity and impact in line with its broad goals and objectives while keeping in tune to emerging trends.

Elohim Foundation therefore is a system-based organisation with a history of best practices rooted through its dynamic operational policies and regulations, providing evidenced based services to a wide range of clients across Nigeria using dynamic strategic approaches such as partnerships, social movements, advocacy, right based approach, inclusivity, evidence based, research and conferencing.

GOAL

To contribute to the sustainability of the human community through eradication and impact mitigation of conflict and socio-economic challenges while promoting human capacity development.

VISION

Intact family for Sustainable human society.

MISSION

To provide intervention services that addresses the challenges of conflict and sustainable human society, through people centred approaches in both development and humanitarian setting.

Definition

Integrity is the act of being honest, truthful of one's actions, having strong moral principles and showing a consistent and uncompromising adherence to ethical/moral values.

Elohim Foundation are committed to enforcing their policies, values and behaviours and recognizes the importance of integrity in executing assigned duties as key to all staff. Cases of questioned integrity are to be reported as this is a necessary act that can make a valuable contribution to Elohim Foundation efficiency and long-term success of their mission and values.

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. Integrity is choosing one's thoughts and actions based on positive values rather than personal gains.

Staff are encouraged to report actual or suspected non-compliance with Elohim Foundation policies and procedures as well as with external legal/regulatory requirements, including fraud and corruption.

Any staff or person who reports and/or provides any kind of information on activity within Elohim Foundation that is deemed illegal, incorrect or unethical against Elohim Foundation values, shall be protected as outlined in the human resources procedure manual. Purpose

The purpose of this integrity policy is to ensure that Elohim Foundation function in an open and transparent manner and reinforces Elohim Foundation commitment to their policies, values and desired behaviours.

The aim of the integrity policy is to encourage staff and others who have serious concerns about any aspect of breach of policy, values or desired behaviours to come forward and voice those concerns directly or through whistleblowing. However, whistleblowing should not be used by staff members to abdicate their normal supervisory duties and responsibilities.

It is the responsibility of any staff who may have information on or be privy to violations or suspected violations of Elohim Foundation policies, procedures, values and desired behaviours to bring the issue to the attention of management. It is also the responsibility of staff to cooperate with duly authorized audits and investigations.

Scope of Integrity Policy

The integrity policy applies to all Elohim Foundation staff members (covering all types of employment contracts including, without limitation regular, part-time, and temporary staff), interns, visiting scientists, fellows, consultants, volunteers, and board members. Additionally, this policy is available as a reporting mechanism to all Elohim Foundation beneficiaries, donors, visitors, contractors, and vendors. This policy also is available as a reporting mechanism to staff of other CGIAR Centres and entities, although in such cases the investigations procedures may be adjusted in coordination with appropriate management of the other relevant legal entities.

The integrity policy shall be implemented to address a situation that has potential detrimental and serious consequences for Elohim Foundation or for other staff. Any person who may have information on or be privy to such a situation is encouraged to share their concerns, questions, suggestions or complaints with their immediate supervisor or HR Office or Director Corporate Services as outlined in the procedure manuals.

APPROVED BY:

10/09/2022 **10/09/2022**

Mrs. Ngozi Obilor **Dr. Ibecheole, Julius PMD. NES.**

President Board of Trustees. **Chief Executive Officer/Founder**