

Whistle Blower Policy



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“WHISTLE BLOWER POLICY UNDER PUBLIC INTEREST DISCLOSURE AND PROTECTION OF INFORMER”

1.0 General

If a complainant while exposing a case of corruption wants his / her identity to be kept secret, he/she should lodge a complaint under Public Interest Disclosure and Protection of Informers Resolution (PIDPIR) – **popularly known as Whistle Blower provision**. The Central Vigilance Commission (CVC) is mandated not only to maintain the secrecy of the complainant’s identity but also provide protection to the complainant against any physical threat, harassment or victimization.

Central Power Research Institute (CPRI) has established the Whistle Blower Policy in CPRI in line with CVC guidelines.

2.0 Objective

The objective of CPRI Whistle Blower Policy is to build and strengthen a culture of transparency and trust in Central Power Research Institute (CPRI) and to provide employees with a framework / procedure for reporting of improper activities (whistle blowing) and to protect employees wishing to raise a concern about improper activity / serious irregularities within CPRI.

The policy is expected to provide a mechanism for the employees and the stake holders of CPRI to report the unethical behavior, actual or suspected fraud or violation of CPRI rules and regulations / code of conduct,

3.0 Applicability

All the permanent employees of CPRI are covered under the Whistle Blowers Policy - Public Interest Disclosure and Protection of Informers Resolution (PIDPI) of CVC.

3.0 Public Interest Disclosure and Protection of Informer's Resolution (PIDPIR) 2004

The Government of India vide office order No. 04/02/2012 dated 13.02.2012 has authorized the Central Vigilance Commission (CVC) as the "Designated Agency" to receive written complaints for disclosure of any allegation of corruption or misuse of office and to recommend appropriate action under Public Interest Disclosure and Protection of Informer (PIDPI). As per the resolution, it is essential to keep the identity of whistle blower (complainant) secret and to provide protection to whistle blowers from victimization and the power to take action against complainants making motivated or vexatious complaints.

Important Features of the "Whistle-Blowers" Resolution are as under:

- The CVC shall, as the Designated Agency, receive written complaints or disclosure on any allegation of corruption or of misuse of office by any employee of the Central Government or of any Corporation established under any Central Act, Government Companies, Societies or Local Authorities owned or controlled by the Central Government;
- The Commission will ascertain the identity of the complainant; if the complaint is anonymous, it shall not take any action in the matter;
- The identity of the complainant will not be revealed unless the complainant himself has made either the details of the complaint public or disclosed his identity to any other office or authority;
- While calling for further report/investigation, the Commission shall not disclose the identity of the informant and shall also request the head of the organization concerned to keep the identity of the informant a secret, if for any reason the identity is revealed;
- The CVC shall be authorized to call upon the CBI or the police authorities, as considered necessary, to render all assistance to complete the investigation pursuant to the complaint received;
- If any person is aggrieved by any action on the ground that he is being victimized due to the fact that he had filed a complaint or disclosure, he may file an

application before the Commission seeking redressal in the matter, wherein the Commission may give suitable directions to the person or the authority concerned;

- If the Commission is of the opinion that either the complainant or the witnesses need protection, it shall issue appropriate directions to the government authorities concerned;
- In case the Commission finds the complaint to be motivated or vexatious, it shall be at liberty to take appropriate steps;
- The Commission shall not entertain or inquire into any disclosure in respect of which a format and public inquiry has been ordered under the Public Servants Inquiries Act, 1850 or a matter that has been referred for inquiry under the Commissions of Inquiry Act, 1952;
- In the event of the identity of the informant being disclosed in spite of the Commission's directions to the contrary, the Commission is authorized to initiate appropriate action in accordance with the extant regulations against the person or agency making such a disclosure.

4.0 Complaint Handling Mechanism

In accordance with CVC guidelines, the following the guidelines will be followed while handling the complaints received under "Whistle Blower Policy - Public Interest Disclosure and Protection of Informer's Resolution".

Any complaint which is to be made under this policy should comply with the following aspects.

- The complaint should be in a closed/secured envelope.
- The envelope should be addressed to the following address:
The Secretary,
Central Vigilance Commission, Government of India
Satarka Bhavan, GPO Complex
Block "A" INA
New Delhi 110023

- The envelope should be superscribed “Complaint under The Public Interest Disclosure”. If the envelope is not superscribed and closed, it will not be possible for the Commission to protect the complainant under the above resolution and the complaint will be dealt with as per the normal complaint policy of the Commission.
- The complainant should refrain from giving his / her name in the body of the letter. Name and other personal details like name and address in the beginning or end of the complaint or in an attached letter, so that they can be easily blocked out.
- CVC will not entertain anonymous/pseudonymous complaints.
- The text of the complaint should be carefully drafted so as not to give any details or clue as to his/her identity. However, the details of the complaint should be specific and verifiable.
- In order to protect identity of the person, the Commission will not issue any acknowledgement and the whistle-blowers are advised not to enter into any further correspondence with the Commission in their own interest. The Commission assures that, subject to the facts of the case being verifiable, it will take the necessary action, as provided under the Government of India Resolution mentioned above. If any further clarification is required, the Commission will get in touch with the complainant.
- The Commission can also take action against complainants making motivated/vexatious complaints under this Resolution.
- A copy of detailed notification is available on the web-site of the Commission <http://www.cvc.nic.in>, FAQ www.cvc.nic.in/faq.pdf

5.0 Action to be taken by CVO for handling complainants received under Whistle Blower Policy - Public Interest Disclosure and Protection of Informer’s Resolution

In accordance with CVC office order No. 33/5/2004 dated 17th May 2004, the CVO of the organization, is directed to handle the complaints received under PIDPI – whistle blower.

CVO of CPRI will take the following actions with respect to the complaints forwarded by the commission (CVC) under Public Interest Disclosures & Protection of Informer policy :-

1. All the relevant papers/documents with respect to the matter raised in the complaint should be obtained by the CVO and investigation into the complaint should be commenced immediately. The investigation report should be submitted to the Commission within two weeks.
2. The CVO, CPRI is to ensure that no punitive action is taken by any concerned Administrative authority against any person on perceived reasons/suspicion of being “whistle blower.”
3. Subsequent to the receipt of Commission’s directions to undertake any disciplinary action based on such complaints, the CVO has to follow up and confirm compliance of further action by the Disciplinary Authority and keep the Commission informed of delay, if any.

6.0 Incentive for Whistle Blower

CPRI considers the information provided by the Whistle Blower in right perception. The incentives & Awards can also be considered on the merits of the information provided by the Whistle Blower.
