



Anti-Corruption Policy

Doria Feminist Fund (DFF) is committed to high ethical standards and transparency in all our work and to remain accountable to all internal and external stakeholders, including Donor, employees, management, partners, contractors, suppliers, government, and DFF's Board of Directors. Our commitment extends to maintaining the highest standards of integrity and transparency in all our activities.

This Anti-Corruption Policy outlines our unwavering stance against corruption in any form and establishes guidelines for preventing, detecting, and addressing corruption within our organization. We firmly believe that a corruption-free environment is essential for achieving our mission and ensuring that the rights and dignity of all individuals we serve remain at the forefront of our work.

Corruption is the abuse of power for illegitimate individual or group benefits. This involves both financial and non-financial benefits. For the purposes of this policy, corruption refers to any abuse of entrusted power for personal gain or advantage. It encompasses bribery, embezzlement, fraud, nepotism, extortion, and any other unlawful or unethical acts that compromise the integrity of our organization's operations, reputation, and objectives.

DFF will stipulate awareness regarding corruption by providing regular training and educational resources to all individuals associated with our organization to raise awareness about corruption, its consequences, and how to identify and report it.


We will maintain accurate, complete, and transparent financial records that adhere to legal and ethical standards. All financial decisions and transactions will be made in an accountable manner, with proper documentation and authorization.

All stakeholders will be educated about the importance of transparency, accountability, and the role they play in preventing corruption.

No employee, contractor, or representative of DFF may offer, solicit, or accept gifts, hospitality, or other benefits that could influence or be perceived to influence their decision-making.

Token gifts of nominal value for promotional purposes are allowed. However, the individual need to exercise prudent judgment as whether the value of the token gift is material to report, and for which they need to seek approval from the management in according to our policies.

All individuals associated with our organization are required to disclose any potential or actual conflicts of interest that could compromise their ability to make unbiased decisions in the best interests of DFF. Any perceived or actual conflicts of interest will be addressed transparently and appropriately.



DFF is committed to maintaining a zero-tolerance position against corruption in any form, and actively works to prevent, avoid, and detect all forms of corruption and acts and reacts promptly when/if corruption occurs. DFF employees and contractors, partners, and representatives of DFF must commit to a zero-tolerance towards corruption and Management must foster an understanding and culture where corruption is not tolerated, adhering and refrain from engaging in corrupt practices.

DFF employees and consultants are not allowed to provide for, request or receive anything that can be defined as corruption according to DFF's definition of corruption. DFF encourages open discussions of corruption in the organisation and a duty to all employees or consultants to report misconduct. All staff and anyone else representing DFF who becomes aware of possible corruption/breaches of the Code of Conduct committed by DFF personnel or any other humanitarian worker, partner and/or third parties doing business with DFF, must report alleged violations immediately either by reporting directly to the Executive Director (ED) which hold overall responsibility and accountability for the whistleblowing process or getting into direct touch with the Board which has final oversight of whistleblowing procedure and is accountable for ensuring processes are followed. The email info@doriafeministfund.org is also a form of communication as the email will be received by the ED.

We encourage anyone with knowledge of or concerns about corrupt activities within our organization to report them promptly without fear of retaliation. All whistleblowing channels are safe channels, and your identity will be treated with utmost confidentiality, ensuring the protection of whistle-blowers. An investigation towards the allegations will be conducted and documented guarding the anonymity of the reports.

All reports of corruption will be thoroughly investigated by designated personnel. If corruption is substantiated, appropriate disciplinary and legal actions will be taken, which may include termination of employment or contractual relationships, as well as legal proceedings where applicable. We trust and attain trust that DFF will work on taking the necessary actions towards those that commit corruption.

All stakeholders will receive training on this policy and the importance of identifying and reporting corruption and suspicious activity. Regular communication will reinforce the organization's commitment to ethical conduct.

DFF is committed to continuously reviewing and enhancing our anti-corruption policies and practices to adapt to changing circumstances and emerging risks. Updates to the policy will be communicated to all relevant stakeholders.

This Anti-Corruption Policy requirements serves as a cornerstone of DFF's commitment to upholding the highest standards of ethical conduct and transparency. By adhering to these principles, we reaffirm our dedication to fostering a corruption-free environment that aligns with our mission of promoting gender equality and social justice for all.

