

CERN Whistleblowing Policy

In fulfilling its mission, CERN depends on the trust and material support of its Member States and partners and, in turn, expects the highest level of conduct and integrity from all contributors – including members of the personnel, consultants, on-site contractors and others engaged in any capacity at or on behalf of CERN. This expectation aligns with the responsibility behaving an intergovernmental organisation.

When contributors experience or witness unwelcome or improper conduct and find that direct communication is ineffective, impractical or unsuitable, CERN provides several ways for submitting reports (“whistleblowing”). Such reports can be directed to the CERN line management, the Head of the Human Resources department or, in cases of fraud¹, to the Head of the Internal Audit service. Additionally, if contributors experience harassment, they may submit a formal complaint to the Chair of the Harassment Investigation Panel².

Contributors may also report suspected misconduct – defined as illegal, inappropriate or otherwise unacceptable behaviour that could result in disciplinary action, including violations of the Staff Rules and Regulations, conflicts of interest, harassment and fraud – through the [CERN whistleblowing line](#) managed by the Head of the Human Resources department. While anonymous reports are possible, they are not encouraged, as anonymity can limit the availability of the information needed to thoroughly investigate a report.

Reports must be made in good faith. Good faith in this context means that the whistleblower must have reasonable indications to believe that the information is true at the time of providing it.

CERN is committed to protecting whistleblowers from any form of retaliation. Attempted or actual retaliation against a whistleblower is strictly prohibited and may lead to disciplinary and/or administrative action. Contributors who believe that they are, or could become, victims of retaliation for whistleblowing or for actual or perceived cooperation with an investigation are encouraged to contact the Head of the Human Resources department, either directly or through the *CERN whistleblowing line*. Any such contributors who work in the Human Resources department can contact the Head of the Internal Audit service directly.

Recipients of whistleblowing or retaliation reports are required to maintain confidentiality and to take appropriate follow-up action.

Additionally, several response channels are available to CERN contributors if they need help and support in this context.

For questions about any aspects of this policy, please contact the Human Resources department at the following address: info-codeofconduct@cern.ch.

¹ [Operational Circular No. 10, “Principles and procedures governing investigation of fraud”](#)

² [Operational Circular No. 9, “Principles and procedures governing complaints of harassment”](#)