

Anti-Corruption Policy:

The Anti-Corruption Policy of ARA establishes a comprehensive framework to prevent, detect, and address all forms of corruption, fraud, bribery, embezzlement, conflicts of interest, and other unethical practices within the organization and its operations. The policy reflects ARA's commitment to maintaining the highest standards of integrity, transparency, accountability, and ethical conduct in all activities, partnerships, and financial transactions.

The policy applies to all employees, management, board members, consultants, volunteers, contractors, suppliers, and partner organizations associated with ARA. It requires all individuals acting on behalf of the organization to perform their duties honestly, fairly, and in compliance with applicable laws, regulations, donor requirements, and organizational policies.

ARA maintains a zero-tolerance approach to corruption and strictly prohibits the offering, giving, soliciting, or accepting of bribes, kickbacks, facilitation payments, or any other improper benefits intended to influence decisions or obtain unfair advantages. The policy also promotes transparency in procurement, recruitment, financial management, project implementation, and resource allocation processes to ensure that organizational resources are used efficiently and solely for their intended purposes.

To strengthen accountability, the policy establishes mechanisms for risk assessment, internal controls, monitoring, auditing, and reporting of suspected misconduct. Employees and stakeholders are encouraged to report concerns regarding corruption, fraud, or unethical behavior through confidential and secure reporting channels without fear of retaliation. All allegations are investigated promptly, impartially, and confidentially, and appropriate disciplinary, legal, or corrective actions are taken when violations are confirmed.

In addition, ARA is committed to building a culture of ethics and integrity through regular training, awareness programs, and capacity-building initiatives that help personnel understand their responsibilities and uphold professional standards. The organization continuously reviews and strengthens its anti-corruption measures to align with international best practices and evolving regulatory requirements.