

**GENERAL SECRETARIAT
EXECUTIVE ORDER No. 14-03**

**SUBJECT: PROCEDURES FOR WHISTLEBLOWERS AND PROTECTIONS
AGAINST RETALIATION**

THE SECRETARY GENERAL,

Under the authority granted to him by Articles 109 and 113 of the Charter of the Organization of American States (OAS), by Articles 4, 8, 12 and 14 of the General Standards to Govern the Operations of the General Secretariat of the OAS (“General Standards”), and

CONSIDERING:

That without prejudice to the OAS privileges and immunities, a proper regard for effective administration of human and other resources requires that accessible and reliable mechanisms be put into place by the General Secretariat to protect and encourage reporting of misconduct;

That the General Secretariat wishes to consolidate and rationalize provisions of the Staff Rules and other sources of authority so as to ease access to such mechanisms, to clarify responsibilities of the human resources of the General Secretariat for the reporting of misconduct and the protection of Whistleblowers from retaliation, and to clarify remedies afforded to persons lodging claims based upon a genuine and reasonable belief that misconduct has occurred;

That the General Secretariat desires that its rules reflect the latest international best practices in matters relating to protection of Whistleblowers, and that all of its human resources should have the broadest possible access to information about reporting conduct which violate the General Secretariat’s rules and regulations, and about reporting retaliation for bringing or preparing to bring evidence of such conduct to the appropriate authorities;

That Whistleblower protections guarantee the exercise and full enjoyment of a Whistleblower’s person and property, and the conservation of a Whistleblower’s working conditions without fear of retribution or threats;

That it is the policy of the General Secretariat that any form of retaliation against any of the human resources covered by Article 17 of the General Standards who report misconduct, retaliation, or other violations of the General Secretariat’s rules and regulations, constitutes serious misconduct punishable by summary dismissal or other penalties which ensure direct personal accountability;

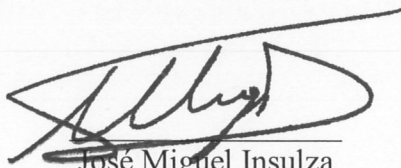
That no person obliged to comply with the General Secretariat’s rules and regulations may engage in any form of retaliation against any person who, upon a genuine

and reasonable belief, reports, assists in reporting, or is preparing to report misconduct, retaliation, or other conduct which violates the General Secretariat's rules and regulations, or who cooperates or provides information during an audit, investigation, or review of such misconduct, retaliation, action or activities; and

That no person obliged to comply with the General Secretariat's rules and regulations may be forced to perform or ignore acts which violate such rules and regulations,

RESOLVES:

1. To adopt the Staff Rule on "Procedures for Whistleblowers and Protections Against Retaliation" set forth in Appendix A of this Executive Order.
2. To extend the application of this Staff Rule to all human resources of the General Secretariat as set forth in Article 17 of the General Standards.
3. To establish that this Executive Order shall enter into force on the date it is signed, and that the modifications set forth in Appendix A replace any contrary standard, regulation, or practice of the General Secretariat.



José Miguel Insulza
Secretary General

Date: November 21, 2014