



## Rationale

**Abbotsleigh is committed to the highest standards of conduct and ethical behaviour and promotes a culture of openness and sound governance. Employees and Associates are frequently the first to realise when something is seriously wrong and Abbotsleigh provides protections so that people who report concerns can do so confidently and without fear of disadvantage or reprisal.**

## Policy objectives

1. This policy has been created to:
  - a)

It is very important that Whistleblower reports are genuine, made in good faith and have a reasonable basis.

### **Personal grievances**

6. If the information the Whistleblower seeks to report relates to a personal or work related grievance and does not involve alleged or actual victimisation, harm or threat of harm arising from either the intention to report or reporting information about a wrongdoing, the matter will be dealt with under the usual Abbotsleigh grievance procedures.

7. Examples of grievances which may be personal or work related grievances include:

- (a) Interpersonal conflicts
- (b) Decisions relating to engagement, transfer or promotion
- (c) Decisions relating to terms and conditions of employment
- (d) Decisions to discipline, suspend or terminate employment.

### Confidentiality

8. A Whistleblower who has reasonable grounds for suspicion and reports a Wrongdoing to Abbotsleigh is entitled to protections at law including protection of their identity:
- a) Abbotsleigh will not disclose a Whistleblower's identity unless doing so is necessary to further an investigation and then only if the Whistleblower consents to the disclosure
  - b) It will be necessary to

18. All reports of suspected Wrongdoing made under this policy will be thoroughly assessed and, if appropriate, e

