

Whistle-blower Policy overview.

Uniting WA is committed to creating, and maintaining, a workplace culture of safety, trust, and transparency, where **all** people feel comfortable to speak up, with confidence that all disclosures are handled with the appropriate privacy, confidentiality and procedural fairness.

The Whistle-blower Policy exists to ensure disclosures meeting the criteria outlined below, are handled in a particular way. Disclosures outside the scope of this Policy may be covered by our Complaints Policy or Grievance Resolution Policy.



An eligible person...

The person making the disclosure is either:

- An employee (current or former)
- A Board member (or any individual occupying a position with organisational or corporate decision making capabilities)
- A volunteer, contractor or consultant (including their employees), or;
- A spouse, relative or dependant of one of the above.*

*An individual who has a direct contract of engagement (employee, volunteer, intern, trainee etc.) may be held accountable for failing to disclose information of serious misconduct, or an improper state of affairs, as per the Uniting WA Code of Conduct.

A relative of such individuals cannot be held to the same obligations, but may voluntarily make a disclosure under the Whistle-blower Policy.



Raises disclosable matter...

The disclosure relates to actual or suspected misconduct or an improper state of affairs, including:

- Practices endangering the health or safety of workers, service users or the broader community
- Breaches of standards which relate to vulnerable people, such as those living with disability, Uniting WA service users more broadly and/or children (including child abuse and child sexual abuse)
- Breaches of legal obligations (including negligence, breach of contract administrative law)
- Acts of physical, sexual, emotional, psychological or financial abuse, exploitation or neglect of beneficiaries or workers
- Criminal offences
- Misuse or unauthorised use of finances
- Actual or suspected fraud or corruption
- Intentional misuse of resources
- Unlawful discrimination
- Intentional disclosure, or misuse, of sensitive information
- The concealment or failure to report knowledge of the above actions.



To an appropriate recipient...

The disclosure is made to any of the following appropriate recipients:

- The Whistle-blower Reporting Officer (Practice Lead - Risk & Compliance)
- A member of the Strategic Leadership Group
- Any other individual occupying a senior leadership or management position

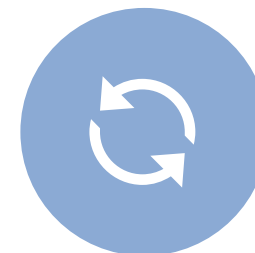
VIA:

E-mail: sent to the confidential mailbox whistleblower@unitingwa.org.au

Post: marked "Confidential" and addressed to the Whistle-blower Reporting Officer (Practice Lead – Risk & Compliance), **PO Box B74 Perth WA 6838.**

Telephone: to the Whistle-blower Reporting Officer (Practice Lead – Risk & Compliance), **1300 663 298**

Verbally: to any appropriate recipient.



About the organisation...

The disclosure is in relation to the organisation's conduct, or the conduct of an individual associated with the organisation....

AND

- There are reasonable grounds to suspect the disclosable matter
- The disclosure is not malicious or vexatious.



Has made a qualifying disclosure and is afforded whistle-blower protection under Australian Law...

Eligible whistle-blowers are afforded protection from retaliation, intimidation and adverse action under Australian Law. This includes protection from:

- Being named publicly as the whistle-blower
- Information being shared that is likely to identify them
- Being dismissed from their job
- Having their job changed
- Being intimidated or harassed
- Harm or injury (physical, psychological)
- Damage to property
- Damage to their reputation
- And similar actions.

Consequences for not affording these protections to an eligible person who makes a qualifying disclosure include disciplinary action, termination and/or civil and criminal penalties.

This visual is an interpretation of our [Whistle-blower Policy](#).

It does not intend to substitute or replace the contents of the Policy, and should be viewed in consultation of the document.

If you would like a copy of our full Whistle-blower Policy, please submit this request to the Whistle-blower Reporting Officer (whistleblower@unitingwa.org.au).