

# **Whistle-blower Protection Policy**



## **Policy**

Under the legislation a whistle-blower is protected from disclosure of their identity or other information, protected from legal action related to the whistle-blowing and protected from detriment or harm as a result of whistle-blowing.

## **Background**

Whistle-blowers play an important role in identifying and calling out misconduct and harm to consumers and the community. To encourage whistle-blowers to come forward with their concerns and protect them when they do, the *Corporations Act 2001* (Corporations Act) gives certain people legal rights and protections as whistle-blowers.

All directors and employees of Janelle Street Long Day Care Centre will comply with whistle-blower legislation in order to ensure the best ethics, greatest professionalism and highest safety standards within our organisation.

## **Who is a Whistle-blower?**

A Whistle-blower may be a current or former employee, director, board member, contractor, volunteer, or spouse or relative of one of the above.

## **What kind of information?**

When a person listed above has reasonable grounds to suspect that the information we are disclosing about the company or organisation concerns:

- misconduct, or
- an improper state of affairs or circumstances

they may disclose that information to a board member, the director, the auditor, ASIC or APRA, or our lawyer.

## **How to complain**

The ASIC website offers advice to a potential whistle-blower on how to make a report

- <https://asic.gov.au/about-asic/contact-us/how-to-complain/> (Accessed May 8, 2024)

## **Sources**

- <https://asic.gov.au/about-asic/asic-investigations-and-enforcement/whistleblowing/whistleblower-rights-and-protections/> (Accessed May 8, 2024)

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