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| DOCUMENT TYPE | P |  |
| ADMINISTRATIVE | 5 | |
| GOVERNANCE | 1 | |
| LEGAL & CONTRACTS | 4 | |
| NUMBER | 007 | |
| | | Policy Data base Document Reference Number 514007P |

WHISTLEBLOWERS PROTECTION POLICY

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| Purpose/ objectives | <ul style="list-style-type: none"> • To inform staff and students about how the University manages a disclosure made under the Whistleblowers Protection Act 2001; • How to make a disclosure of improper conduct relating to a member, officer or employee of the University. |
| Scope/ Application | All campuses; All staff; All members of the University community. |
| Policy Statement | The University is committed to the aims and objectives of the Whistleblowers Protection Act. It will facilitate the disclosure of improper conduct relating to a member, officer or employee of the University, deal with the disclosure in accordance with the Whistleblowers Protection Procedures and take all reasonable steps to protect a person who discloses improper conduct from any detrimental action in reprisal for making the disclosure. |
| Supporting Procedures | Whistleblowers Protection Procedures |
| Responsibility for implementation | Vice-Chancellor Director, Legal Services University Ombudsman Director, Risk Management |
| Responsibility for monitoring implementation and compliance | University Ombudsman |
| Status | Revised Format. Prior approval Council 6 May 2002 The implementation of the latest version of this policy supersedes all previous versions of this policy |
| Key stakeholders | Vice-Chancellor University Ombudsman Director, Legal Services Director, Risk Management |
| Approval Body | University Council, 6 May 2002; Senior Management Committee, 29 May 2009, SMC09/17(M), Minute 3.3(g). |

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| Initiating Body or person(s) | Director, Legal Services. Vice-Chancellor |
| Definitions | “Improper conduct” has the meaning set out in section 3 of the Whistleblowers Protection Act 2001. “Improper conduct” means corrupt conduct, a substantial mismanagement of public resources, conduct involving substantial risk to public health or safety, conduct involving substantial risk to the environment, which conduct would, if proved, constitute a criminal offence or reasonable grounds for dismissing or dispensing with, or otherwise terminating, the services of a public officer who was, or is, engaged in that conduct. |
| Related legislation | Whistleblowers Protection Act 2001 (http://www.legislation.vic.gov.au) |
| Related Policy and other documents | Not Applicable |
| Date Effective | 6 May 2002 |
| Keywords | Improper conduct, disclosure of improper conduct, detrimental action |
| Next Review Date | 1 December 2012 |
| Owner/Sponsor | Vice-Chancellor |
| Author | Director, Legal Services |
| Contact person | University Ombudsman |