

# Whistleblower Fact Sheet



Resthaven is committed to high standards of conduct, integrity and ethical behaviour. To maintain these standards we encourage and support everyone to prevent and identify any serious concern or Wrongdoing.

**Resthaven's Whistleblower Policy, and the protections it provides us, support us all to act with integrity, even when it feels very tough to do so.**

## The Whistleblower Policy

The Whistleblower Policy provides a path and support to work out how to deal with and report a serious concern or a Wrongdoing.

## What is a Whistleblower?

A Whistleblower is someone who reports a Wrongdoing.

## What is a Wrongdoing?

Generally, a Wrongdoing would be something that is wrong, is significant, is uncommon and may be deliberate.

It might include something:

- Dishonest like fraud or corruption
- Illegal like theft, violence, harassment, victimisation
- Unethical or in breach of our policies and procedures like the misuse of IT systems or underpayment of staff
- That might damage Resthaven's reputation
- That might hurt or put someone in our care or employ at risk
- That might cause financial loss to Resthaven.

## How is a Whistleblower different to anyone else raising a concern?

Most of the time we should feel comfortable to raise a concern with our supervisor – we have processes to support us to do this.

However sometimes we might not feel comfortable to report a concern as:

- The concern might relate to our manager or people around us
- We may be concerned our peers may not treat us the same if we report it
- We might be concerned we won't be treated fairly if we do raise a concern
- We might be concerned we will be disadvantaged or victimised or lose our job if we do speak up.

**A Whistleblower is someone who reports a Wrongdoing even when it isn't comfortable to do so.**

## Whistleblowers are offered protections under law

There are protections for Whistleblowers under the Corporations Act 1997 to support them to come forward even when it is not easy to do so.

**A Whistleblower should expect confidentiality and no negative consequences as a result of reporting a Wrongdoing.**

*Continued overleaf*



## What are the protections offered to Whistleblowers?

Protections in this case mean protecting the Whistleblower from things like:

- Dismissal, discrimination or disadvantage in relation to the workplace
- Loss or damage including loss of reputation
- Injury or harm, intimidation and harassment
- There is also a commitment to confidentiality where possible.

**Whistleblowers need to report Wrongdoings to Eligible Recipients to ensure they receive the protections under the Corporations Act.**

## Who can Whistleblowers go to for support?

Whistleblowers can go to Resthaven's Eligible Recipients for support and advice. Resthaven's key Eligible Recipients are:

- Sylvia Powell, Executive Manager People & Culture, on **8373 9068** or email [sylvia.powell@resthaven.asn.au](mailto:sylvia.powell@resthaven.asn.au)
- Resthaven's Independent Support Line **1800 951 055** (8.30am-5.30pm).

Eligible Recipients will maintain confidentiality and work to preserve your protections under the Whistleblower Policy.

Other Eligible Recipients are listed in the Whistleblower Policy.

## Important things to note

An employee grievance is not considered a Whistleblower concern in the initial instance – Resthaven's employee grievance procedure should be followed.

If a Whistleblower doesn't report their concern to one of the nominated Eligible Recipients, the organisation might not be able to ensure the protections are able to be met.

**The Whistleblower Policy is an important enabler of integrity in the face of adversity.**

For counselling support contact Access Programs on **1300 667 700** or by visiting their website: [www.accesssa.com.au](http://www.accesssa.com.au)