



Policy Statement: Public Interest Disclosure (Whistleblowing)

SSERC recognises that effective and honest communication is essential if concerns about breaches or failures are effectively dealt with and SSERC's success is ensured.

This policy statement is designed to guide all those who work with or within SSERC, including casual and temporary staff, who may occasionally feel that they need to raise some issues regarding SSERC with someone in confidence.

Any person who, in the public interest, raises genuine concerns under this policy will not be subjected to any form of detriment or disadvantage due to having raised their concerns. The victimisation or harassment of an individual making a protected disclosure is a disciplinary offence.

This policy statement applies where you reasonably believe that one of the following sets of circumstances is occurring, has occurred, or may occur within SSERC and that your disclosure is in the public interest:

- a criminal offence has been committed, is being committed or is likely to be committed;
- a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject;
- a miscarriage of justice has occurred, is occurring or is expected to occur;
- the health and safety of any individual has been, is being or is likely to be endangered;
- the environment has been, is being or is likely to be damaged;
- Information tending to show any matter falling within any preceding paragraphs has been, is being or is likely to be deliberately concealed.

You don't need to prove the breach or failure you allege has occurred or is likely to happen; you may raise reasonable suspicion. However, you should note that you will not be protected from the consequences of making such disclosure if, by doing so, you commit a criminal offence.

This policy statement is supported by a full policy with associated processes identified within the SSERC Staff Handbook.

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