

## Whistleblower Policy

### Policy Statement

Under the Corporations Act 2001, Carers and Disability Link (CADL) are subject to whistleblowing protection laws.

Whistleblowing can be an effective way of uncovering fraud and other misconduct which may not be identified by internal or external controls within an organisation. Carers and Disability Link (CADL) is committed to the principles of transparency and accountability and views whistleblowing as an opportunity to reflect upon organisational procedures and promote an ethical culture.

Where a Worker, Independent Contractor (IC), Client or community member believes, on reasonable grounds, that another person or persons associated with the organisation has been involved in illegal, improper or unethical conduct, they are encouraged and supported to report the conduct without reprisal or consequence.

CADL protects Whistleblowers from retaliatory action of any kind including:

- Dismissal;
- Demotion;
- Harassment or discrimination;
- Victimisation of any kind;
- Current or future bias;
- Threats of any of the above.

To comply with Whistleblowing Protection Laws CADL will:

- Encourage disclosure of wrongdoing;
- Keep whistleblowers identify and information confidential, unless the whistleblower consents to disclosure;
- Have respect and treat the whistleblower fairly at all times;
- Support a whistleblower culture;
- Take all steps to investigate a whistleblowers report;
- Prevent the organisation or a worker causing harm or victimising the whistleblower;
- Train workers and ICs who would be responsible to take reports from whistleblowers;
- Work within the whistleblower protections and liabilities.

### This policy relates to

- ACNC Governance Standards
- Aged Care Quality Standards



- National Standards for Disability Services
- Children and Young People Safety Act
- NDIS Practice Standards
- National Standards for Mental Health Services
- SA Psychological Rehabilitation Support Service Standards
- Australian Service Excellent Standards
- Current Legislation
- CADL Supporting Documents.