



KALAPOI
High School

PROTECTED DISCLOSURES (Regulatory)

RATIONALE

The School is required to provide for employees/volunteers who make a declaration where they believe there is serious wrongdoing in or by the School.

PRINCIPLES

1. A protected disclosure is a declaration made by an employee where they believe serious wrongdoing has occurred. Employees making disclosures will be protected against retaliatory or disciplinary action.
2. Serious wrongdoing includes:
 - an unlawful, corrupt, or irregular use of funds or resources; or
 - an act, omission or course of conduct that constitutes a serious risk to public health or safety or the environment; or
 - an act, omission or course of conduct that constitutes a serious risk to the maintenance of law, including the prevention, investigation, and detection of offences and the right to fair trial; or
 - an act, omission or course of conduct that constitutes an offence; or
 - an act, omission or course of conduct by a public official that is oppressive, improperly discriminatory, or grossly negligent, or that constitutes gross mismanagement.
3. Before making a disclosure, the employee should be satisfied the following conditions are met:
 - the information is about a serious wrong doing in or by the School;
 - the employee/volunteer believes on reasonable grounds the information to be true or likely to be true;
 - the employee wishes the wrong doing to be investigated; and
 - the employee wishes the disclosure to be protected.
4. Any employee/volunteer of the School can make a disclosure. For the purpose of this policy, an employee includes:
 - current employees and Principal
 - former employees and Principals; and
 - contractors supplying services to the School.

This policy is supported by the procedures stipulated by the Act and observed by school management.