

## Whistleblower Policy

Mater Christi College, Belgrave is a Catholic College established by the Sisters of the Good Samaritan of the order of St Benedict in 1963. The College operates in the Archdiocese of Melbourne, is a Company Limited by Guarantee, and owned by Good Samaritan Education. Mater Christi College is a proud leader in contemporary education and strives to educate young women to be Informed, Compassionate and Creative.

### Purpose

Mater Christi College is committed to the highest standards of integrity, accountability, and ethical conduct. This policy outlines how individuals can safely report suspected improper conduct or wrongdoing and how the College will respond to such disclosures.

This policy is designed to comply with the **Public Interest Disclosures Act 2012 (Vic)** and relevant child-safe and education legislation.

### Statement of Policy

- 1.** A whistleblower disclosure (also known as a Public Interest Disclosure) is a report of **suspected improper conduct or wrongdoing**, including but not limited to:
  - 1.1. Corrupt conduct.
  - 1.2. Serious professional misconduct.
  - 1.3. Criminal behaviour.
  - 1.4. Misuse of public funds or resources.
  - 1.5. Serious maladministration.
  - 1.6. Conduct that poses a substantial risk to health, safety, or the environment.
  - 1.7. Victimization of a person who has made a disclosure.
- 2. Policy framework**
  - 2.1. Child Safety Policy.
  - 2.2. Child Safety Code of Conduct.
  - 2.3. Complaints Handling Policy.
  - 2.4. Employee Code of Conduct.
- 3.** This policy does **not** replace mandatory child abuse reporting obligations.
- 4. This policy applies to**
  - 4.1. All employees of the College including the principal and members of the College Executive Team.
  - 4.2. Contractors and consultants.
  - 4.3. Volunteers including Board directors.
- 5. How to make a disclosure**
  - 5.1. Verbally or in writing.
  - 5.2. In good faith.
- 6. Disclosures** should be made to one of the following **Authorised Officers**:

- 6.1. The Principal.
- 6.2. The Business Manager.
- 6.3. The Chair of the College Board.

**7. Protection for whistleblowers**

A person who makes a disclosure in good faith is entitled to:

- 7.1. **Confidentiality** — their identity will not be disclosed unless required by law.
- 7.2. **Protection from reprisal**, discrimination, harassment, or dismissal.
- 7.3. **Support** during the process.

*Victimisation of a whistleblower is serious misconduct and may result in disciplinary action.*

**8. False or Malicious Reports**

- 8.1. This policy does not protect disclosures that are:
  - 8.1.1. Knowingly false
  - 8.1.2. Misleading
  - 8.1.3. Made with malicious intent
- 8.2. Making a false report may result in disciplinary or legal action.

**9. Handling and Investigation of Disclosures**

- 9.1. All disclosures will be:
  - 9.1.1. Taken seriously.
  - 9.1.2. Assessed promptly.
  - 9.1.3. Managed confidentially.
  - 9.1.4. Referred to the appropriate authority where required.
- 9.2. Investigations will be conducted in a fair, objective, and timely manner, ensuring natural justice for all parties.

**10. Governance**

Document Details	
<b>Title:</b>	Whistleblower Policy
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