

HARPER ER 2. This procedure is designed to assist the University in investigating and, where appropriate, acting upon a disclosure of(t)-1.1 (i)3.1 (nD1 (i)3.1 e,)-.4 (i)3.2 (amnv)ej8eMaware of any serious wrongdoing committed by employees, contractors, agency staff, suppliers, consultants or office holders in the course of their work for the University, and reports it, the University will investigate any such allegation and where appropriate, take action.

4. Whilst Whistleblowing legislation offers protection to Workers, the University considers that any allegations of serious wrongdoing should be investigated whether they are made by Workers or students.
5. The University is committed to treating all disclosures made under this procedure fairly and consistently and to training staff in this procedure appropriately.

The purpose of the procedure

6. This procedure seeks to:
 - (a) Encourage Workers and students to report concerns and allegations which are in the public interest about suspected serious wrongdoing without fear of reprisal or victimisation even where the concern or allegations are not subsequently confirmed by the investigation.
 - (b) Give a clear message that allegations of serious wrongdoing or impropriety are taken seriously
 - (c)

What is a Disclosure?
8.

Approved by Board in July 2016

Changes proposed by Audit and Risk Management Committee in June 2021

Approved by Board in July 2021

Appendix A: Whistleblowing Process

