



2.24 Whistleblower Policy

Vicdeaf recognises that from time to time staff members or members of the public may be aggrieved over the actions of Vicdeaf or a staff member. Vicdeaf aims to resolve these grievances and has a series of internal policies and procedures designed to achieve a satisfactory resolution. Depending on the nature of the grievance or concern, an aggrieved person may lodge a complaint with an appropriate body such as (but not limited to) the Ombudsman, the Equal Opportunity Commission of Victoria, the Human Rights and Opportunity Commission of Victoria or the Australian Industrial Relations Commission.

In 2001 the Victorian Parliament passed the *Whistleblowers Protection Act 2001*. This Act provides protection from retribution to persons who seek to make disclosures of misconduct or wrong doing against a range of public servants and staff. The Act makes disclosure of the identity of a whistleblower and undertaking action harmful to a whistleblower a criminal offence.

Just as government institutions have been required to establish procedures to help people who wish to make disclosures, this policy is being voluntarily implemented by Vicdeaf.

This policy and associated procedures will not replace existing Vicdeaf grievance procedures. It is to be followed only if a staff member or member of the public elects to make a disclosure of suspected or alleged corrupt or improper conduct and seeks protection.

Persons wishing to make disclosures of suspected or alleged corrupt or improper conduct and who wish to seek protection under this policy must refer to the detailed procedure **QP-CP-07 Whistleblower Procedure**.