

WHISTLEBLOWER POLICY

Policy Statement

Breakaway Toowoomba Inc. (Breakaway) is committed to creating and maintaining an open working environment in which all workers (fulltime, part-time, or casual), volunteers, suppliers and consultants can raise concerns regarding actual or suspected unethical, unlawful, or undesirable conduct.

Objectives

The objective of this policy is to:

- encourage a person to report improper conduct in good faith if they know or have reasonable grounds to suspect such conduct
- provide a mechanism to report misconduct or dishonest or illegal activity that has occurred or is suspected within the organisation
- enable Breakaway to deal with reports from whistleblowers in a way that will protect the identity of the whistleblower and provide for secure storage of the information
- ensure that any reportable conduct is identified and dealt with appropriately
- ensure that individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported
- help to ensure that Breakaway maintains the highest standards of ethical behaviour and integrity

Principles

This policy is designed to comply with Breakaway's legal obligations. If anything in this policy is inconsistent with any law imposed on Breakaway, that legal obligation will prevail over this policy.

Scope

This policy applies to all workers, board members, contractors including workers of contractors, volunteers, suppliers, and consultants. A whistleblower may be a current or former worker of any of the mentioned groups. Any associate, family member or dependent of any person in the above group may also speak up. If they choose to speak in line with this policy, the relevant rights and protection under this policy will be extended to them.

Chief Executive Officer
Breakaway Toowoomba Inc.

