

Whistleblowers Policy (Easy Read)

What is a Whistleblower?

A whistleblower is someone who reports serious wrongdoing in the organisation, such as:

- fraud or corruption;
- abuse or unsafe practices;
- illegal or unethical behaviour;
- harassment or discrimination; and
- misuse of public funds.

Who Can Report?

Anyone connected to Belong at Home can report concerns, including:

- clients and their supporters;
- staff and volunteers; and
- contractors, consultants and suppliers.

How to Report

You can **internally** report concerns to:

- Sheree Jones (People & Culture Manager) – 08 9720 5100.
- Michelle De Ronchi (CEO) – 08 9720 5100.
- Or email: values@belongathome.org.au
- Executive Managers - 08 9720 5100.

You can also report to **external** agencies like:

- Aged Care Quality and Safety Commission.
- Department of Health.
- Police or independent advocates.

You're Protected

- You can report anonymously.
- Your identity will be kept confidential.
- You won't be punished or treated unfairly for speaking up.
- You're protected from legal action and workplace harm.

What Happens Next?

- Your report will be investigated fairly and confidentially.
- You may be contacted for more information (if not anonymous).
- You'll be kept informed where possible.

Important Notes

- General feedback or complaints should be raised through the Feedback & Complaints Policy.
- Personal work issues should be raised through the Grievance Policy.
- Breaches of this policy may lead to disciplinary action.

If you would like to review our full policy, please contact the office or visit our website.

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