

Whistleblower Policy

Purpose	To state Canterbury Museum's policy in relation to Protected Disclosures (Whistleblowing) under the terms of the Protected Disclosures (Protection of Whistleblowers) Act 2022 (the Act).
Scope	This policy will apply to current employees, former employees, contractors and all persons with honorary or unpaid status at the Museum.
Review Date	May 2029
Policy Statement	1. Definition

Protected Disclosure means a disclosure about serious wrongdoing where the discloser:

- Believes the information is likely to be true
- Discloses information in accordance with this Policy (or the Act)
- Wishes the disclosure to be protected
- Does not make the disclosure in bad faith.

Serious wrongdoing is defined in the Act as:

- An act, omission, or course of conduct that constitutes an offence; or
- A serious risk to public health, public safety, or the health or safety of any individual or the environment; or
- A serious risk to the maintenance of law, including the prevention, investigation and detection of offences or the right to a fair trial; or
- An unlawful, corrupt, or irregular use of public funds or public resources; or
- An act, omission, or course of conduct by a person performing a function or duty or exercising power on behalf of a public sector organisation or the Government, that is oppressive, improperly discriminatory, or grossly negligent, or that constitutes gross mismanagement.

The Ombudsman's Office can provide confidential guidance for anyone considering making a protected disclosure.

2. Policy

A discloser may disclose information on the basis that the information is about serious wrongdoing and it meets the definition of a protected disclosure.

A discloser is entitled to the protection provided in this Policy and the Act. A discloser is also entitled to protection even if:

- they are mistaken and there is no serious wrongdoing; or
- they do not refer to this Policy or the name of the Act when making a disclosure.

A discloser will not be liable to any civil, criminal, or disciplinary proceedings.

Canterbury Museum supports the provisions of the Act that protect disclosers from:

- retaliation for intending to make or making a protected disclosure; and/or
- unfavourable treatment for intending to make or having made a protected disclosure.

Any person who wants to make a protected disclosure can do so by following the guidelines under the Whistleblower Procedures. If a concern is not related to serious wrongdoing, but is related to fraudulent or corrupt behaviour, then follow the procedures set out in Canterbury Museum's Fraud Policy and Procedures document.

All evidence gathered in relation to a protected disclosure will be fully preserved and protected.