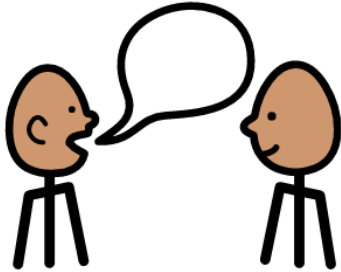




Whistleblower policy

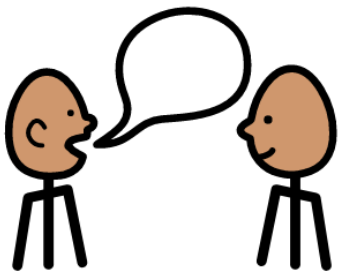


Whistleblowing is when you tell someone about something serious that is happening and is not right.



We want everyone to feel safe and confident to speak up.

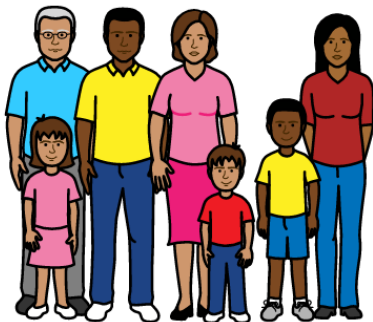
When people speak up, we can fix problems early.



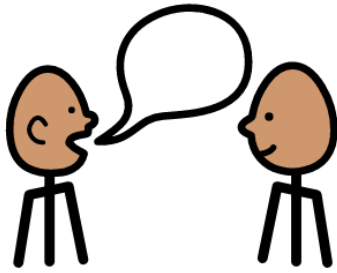
Anyone who has a connection with Autism SA can speak up.

This includes

- Employees
- Volunteers
- Students
- Contractors
- Clients
- Family members
- Visitors

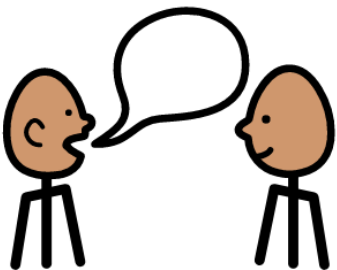


You can speak up about things like:



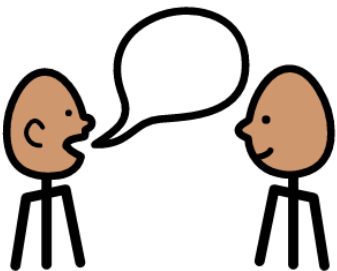
- Stealing or fraud
- Breaking the law
- Unsafe behaviour
- Lying or being dishonest
- Treating people unfairly
- Not following our rules or Code of Conduct
- Hurting Autism SA's name or work

If you have a personal problem with someone at work, we will help you with that in a different way.



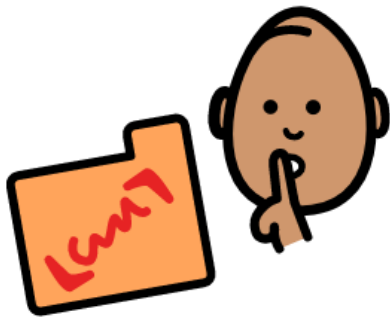
You can tell someone at Autism SA who is trained to help.

- Use the form on our website:
www.autismsa.org.au/whistleblower
- Email whistleblower@autismsa.org.au



You can also tell

- ASIC – Australian Securities and Investments Commission
- APRA – Australian Prudential Regulation Authority



You can stay private.

You can:

- Keep your name secret when you report
- Stay private during the investigation
- Stay private after the investigation

You do not have to tell us your name.

If you do tell us your name, we will protect it.



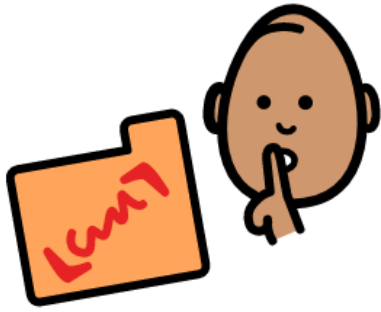
When you make a whistleblower report

- Someone will look at your report
- We may ask an expert to help
- Senior staff may be told (if needed)
- If you told us your name, we will keep you updated



If you told us your name, we will tell you

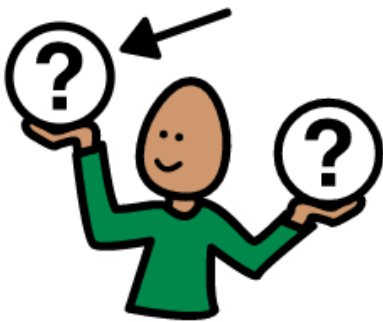
- When we receive your report
- When we start investigating
- What we find out (as much as we are allowed to share)
- What we will do to fix the problem



You will not get in trouble for speaking up.

You are protected from:

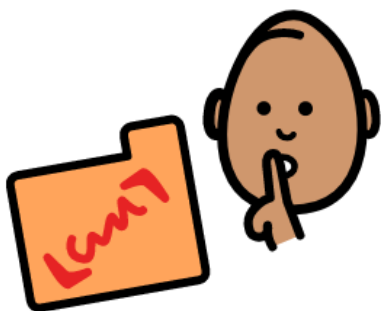
- Being sacked or losing your job
- Being bullied
- Being treated unfairly
- Being left out
- Being punished



If you work for us and you feel unsafe, we will help.

This might mean

- You take time off
- You move to a new area or job



We will also protect people who help in the investigation