



# Whistleblowing Policy

## Introduction

SLI is committed to the protection of all staff, volunteers, clients, etc. from penalisation for whistleblowing and has developed this policy to encourage workers to come forward with concerns. Whistleblowing is more formally known as a 'protected disclosure' and the law protects you if you raise concerns about possible wrongdoing in a workplace. It also protects you if you are dismissed or penalised for reporting a possible wrongdoing. This policy does not replace the grievance procedure, depending on the nature of the concerns a team member may be referred to the grievance procedure.

SLI has adopted the following guidelines for staff and volunteers based on the *Protected Disclosures Act 2014*, the *Protected Disclosures (Amendment) Act 2022* and the *EU Whistleblowing Directive*.

## Protected Disclosure

A protected disclosure occurs when a worker brings 'relevant information' to the attention of another party. Such information must have come to the worker's attention in a work-related context, and the worker must have a reasonable belief that the information tends to show a 'relevant wrongdoing.'

A relevant wrongdoing includes:

- A criminal offence.
- A failure to comply with any legal obligation.
- An unlawful or improper use of funds or resources.
- Endangering the health and safety of individuals.
- Miscarriage of justice.
- Breaches of certain European Union law.
- Oppressive, discriminatory, grossly negligent, or grossly mismanaged acts or omissions by a public body.
- Information relating to any of the above being concealed or destroyed.

## Procedure

You can report a concern in different ways – to your employer, to a prescribed person or to the Office of the Protected Disclosures Commissioner.

### **Disclosure to your employer**

You can make a disclosure in writing, orally, or both. You can request a meeting to make an oral disclosure. In this case all that is required is a reasonable belief that the information disclosed shows or tends to show that the wrongdoing is occurring.

### **Disclosure to a prescribed person**

You may choose to report to one of the prescribed persons listed in Protected Disclosures Act 2014 (Disclosure to Prescribed Persons) Order 2020. In general, prescribed persons have regulatory functions in the area which are the subject of the allegations. Examples are the Central Bank, The Health and Safety Authority and the Data Protection Commission. You can get a full list of prescribed persons by sector on gov.ie. This list will help you find the right person or body to report to.


### **Disclosure to the Office of the Protected Disclosures Commissioner**

You can make a protected disclosure to the Office of the Protected Disclosures Commissioner. They will identify a prescribed person or another suitable person competent to take appropriate action to follow up on your disclosure. Where no other suitable person with the required competence can be identified by the Office of the Protected Disclosures Commissioner, the Commissioner will follow up directly on the report.



Slí will not tolerate any harassment or victimisation of a whistle-blower, including any indirect mistreatment. Any such conduct will be treated as a serious disciplinary offence to be dealt with under our discipline procedure.

The Equal Opportunities Policy will be reviewed in June 2025, or as soon as practicable after there has been a material change in any matter to which the statement refers.

Signed:  (John Hawkes, SLI Board Chair)

This policy was approved by SLI's Management Committee, June 2023.