Flinders University

Public Interest Disclosure Policy

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1. Purpose

This Policy:

a. implements Flinders' commitment to fostering a culture where members of the University community are encouraged and supported to speak out against wrongdoing and unsafe practices related to Flinders University activities

b. sets out Flinders' processes for the assessment and investigation of reports of wrongdoing or unsafe practices

c. establishes a framework to ensure Flinders complies with its obligations under the *Public Disclosure Act 2018* (SA), the *Independent Commissioner Against Corruption Act 2012* (SA), the *Ombudsman Act 1972* (SA), and the *Corporations Act 2001* (Cth), and

d. provides guidelines on protections available to individuals who report suspected wrongdoing or unsafe practices.

2. Scope

This policy applies to all employees, officers and contractors of the University and to informants wishing to make a disclosure to the University.

3. Definitions

disclosure	a verbal or written report of any wrongdoing or unsafe practices
informant	a person who makes or wishes to make a disclosure of wrongdoing or unsafe practices to the University, and may include a person who is external to the University
public officer	is defined in the *Independent Commissioner Against Corruption Act 2012* (SA), and includes employees, officers and contractors of Flinders
unsafe practices	includes, but is not limited to, conduct or practices which raise a potential issue of a risk to the environment or to the health and/or safety of the University community, a section of the public or to the public generally
wrongdoing	includes, but is not limited to, conduct or practices which raise a potential issue of unethical behaviour, dishonesty, illegality, fraud, corruption, misconduct or maladministration.

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4. Policy statement

a. The University does not tolerate wrongdoing or unsafe practices, and is committed to building an organisational culture based on integrity. The University strives to ensure its processes and systems promote accountability, good governance and ethical conduct.

b. All members of the University community are encouraged to report concerns of possible wrongdoing or unsafe practices to the University or relevant external bodies.

c. The University is committed to properly considering and acting on disclosures. The Public Interest Disclosure Procedures and Guidelines For Informants set out:

   i. how informants may make disclosures to the University

   ii. how the University supports informants who make disclosures

   iii. processes to be followed by those who receive or are responsible for investigating disclosures to the University.

d. The University will take reasonable steps to prevent informants being subjected to reprisals or other detrimental outcomes, including by taking protective measures to ensure the identity of an informant is, where possible, kept confidential, and that informants are supported and protected as far as reasonably practicable against reprisals or other detrimental outcomes as a result of making a disclosure.

e. All University employees, officers and contractors are public officers and are required by law to report corruption in public administration to the Office for Public Integrity (OPI) and misconduct or maladministration in public administration to the Ombudsman SA.

5. Supporting procedures

Supporting procedures are part of this policy and provide additional detail to give practical effect to the policy principles.

Public Interest Disclosure Procedures (incl. Guidelines For Informants)

Approval Authority	General Counsel and University Secretary
Responsible Officer	General Counsel and University Secretary
Approval Date	4 May 2026
Effective Date	4 May 2026
Review Date*	2029
Last amended	
CM file number	CF23/620

* Unless otherwise indicated, this policy or procedures still apply beyond the review date.

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