



National Framework for Ethical Behaviour and Integrity in Basketball – Appendix 7

Whistleblowing Policy

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Table of Contents

1. Introduction.....	1
2. Application of Policy	1
3. Who is bound by this Policy?	1
4. Scope.....	1
5. Reporting Process	1
6. Managing Reports.....	2
7. Investigations	2
8. Protecting Whistleblowers	2
9. False or Malicious Reporting	2

1. Introduction

- 1.1 Basketball Australia, Member Organisations and Authorised Providers are committed to operating legally (in accordance with applicable legislation and regulation), properly (in accordance with organisational policy and procedures), and ethically (in accordance with recognised ethical principles) and to maintaining the highest standards of ethical behaviour and integrity.
- 1.2 Directors, Employees, Volunteers and Participants are expected to support Basketball Australia's commitment to legal, proper and ethical operations by reporting any non-compliant conduct by other people.
- 1.3 Importantly, Basketball Australia strongly believes that Directors, Employees, Volunteers and Participants who report non-compliance should be supported through the process and not penalised in any way for having the courage to speak up against misconduct.
- 1.4 Basketball Australia also enables members of the public to report concerns of serious misconduct involving Directors, Employees, Volunteers, Participants and Clubs of Basketball Australia, Member Organisations and Authorised Providers.

2. Application of Policy

- 2.1 This policy is to be read with the provisions set out in the Framework and all definitions in the Framework apply to this policy.
- 2.2 This policy applies to all legitimate reports made under Clause 14 of the Framework.
- 2.3 This policy will generally not apply to matters reported in accordance with the procedures outlined in Basketball Australia's Member Protection Policy.

3. Who is bound by this Policy?

- 3.1 This policy applies to all Directors, Employees, Volunteers and Participants.
- 3.2 This policy also applies to members of the public who have reported allegations of serious misconduct in accordance with this policy.

4. Scope

- 4.1 The purpose of this policy is to encourage the reporting and investigation of Prohibited Conduct under the Framework.
- 4.2 This policy does not apply to general grievances or complaints.

5. Reporting Process

- 5.1 Reports should be lodged through the Independent Reporting Hotline pursuant to Clause 14 of the Framework.

- 5.2 Reports must be made in good faith and based on reasonable grounds.
- 5.3 Trivial, vexatious or malicious reports may be dismissed without further investigation.

6. Managing Reports

- 6.1 Reports relating to Prohibited Conduct will be managed confidentially in accordance with the investigation, hearing and sanctioning provisions of the Framework.

7. Investigations

- 7.1 Investigations into behaviour that may constitute Prohibited Conduct will be conducted in accordance with Clause 15 of the Framework.
- 7.2 An Independent Investigator maybe be appointed to conduct or assist with an investigation if necessary.
- 7.1 The whistleblower will be informed of the outcome of an investigation, subject to privacy and confidentiality considerations. Unless otherwise advised by Basketball Australia, the whistleblower must maintain confidentiality and not disclose details of the report to any person.

8. Protecting Whistleblowers

- 8.1 Basketball Australia will take all reasonable steps to protect the identity of a whistleblower who has reported Prohibited Conduct where he or she wishes for their identity to remain confidential.
- 8.2 Basketball Australia will also take all reasonable steps to ensure that a whistleblower does not suffer any personal, professional or financial disadvantage from its Directors, Employees or Volunteers as a result of making a report under the Framework.
- 8.3 Any Director, Employee or Volunteer who is found to have penalised or discriminated against a whistleblower in any way may be subjected to disciplinary measures.

9. False or Malicious Reporting

- 9.1 False or malicious reports are not protected under this policy and may result in disciplinary action.