



WHISTLEBLOWING POLICY

Mohill Family Support Centre CLG aims to conduct its business in accordance with the law and high ethical standards. The Protected Disclosures Act 2014 introduced serious sanctions where an employee is dismissed or penalised for making a protected disclosure. Making a protected disclosure refers to a situation where a worker discloses information in relation to wrongdoing – sometimes referred to as ‘whistleblowing’. A person to whom a protected disclosure is made is also obliged to protect the identity of the discloser.

This policy is intended to encourage and enable employees to raise concerns about relevant wrong-doings. Under the policy an employee can make a disclosure without fear of penalisation or threat of less favourable treatment, subsequent discrimination or disadvantage. Mohill Family Support Centre CLG recognises that penalisation can take many forms; it can be direct or indirect and can be perpetrated by fellow employees or volunteers, members of the Voluntary Board of Directors or anybody using Mohill Family Support Centre. Mohill Family Support Centre will take action to prevent and remedy any penalisation which may lead to disciplinary action up to and including dismissal for employees.

All employees in Mohill Family Support Centre are protected when they make a disclosure about a relevant wrong-doing in accordance with the Protected Disclosures Act, 2014. In order to benefit from this legal protection, the employee must show that they had a reasonable belief that a relevant wrong-doing had occurred, or was likely to occur, and that this came to their attention during the course of their employment. The policy does not replace any legal reporting or disclosure requirements arising under other legislation. Where statutory requirements of procedures exist these must be fully complied with.

Neither does the policy replace Mohill Family Support Centre grievance procedures. Where the concern relates to an individual's contract of employment the matter should be dealt with under the Grievance Procedure.

Relevant Wrong-doings

A 'protected disclosure' may be about a relevant wrong-doing that is happening now, took place in the past or is about to happen. The Act extends safeguards to a wide range of 'workers' including: employees; contractors; trainees; agency staff; former employees and interns.

Disclosures that relate to 'relevant wrong-doings' for the purpose on the Protected Disclosures Act, 2014 are:

- Offences that are or are likely to be committed;
- Failure to comply with legal obligations;
- Miscarriage of justice;
- Health and safety risks, including risks to the public as well as other employees;
- Damage to the environment;
- The unauthorised use of public funds or resources;
- Oppressive, discriminatory or grossly negligent action or inaction by a public body;
- Concealment or destruction of Information relating to any of the foregoing.

Disclosure Criteria

An employee does not have to be certain about the facts in their disclosure. They should 'reasonably' believe that the information tends to show relevant wrong-doing(s) and that the information came to their attention in connection with their employment.

Procedure for Making a Disclosure

Disclosures can be made internally within Mohill Family Support Centre or externally to an appropriate authority.

(a) Internal Disclosure

The disclosure about a relevant wrong-doing should normally be raised within the organisation (however it is recognised that this may not always be appropriate). The Chairperson of the Voluntary Board of Director is the nominated *Protected Disclosure Manager*