

## **Cornwall Rural Housing Association Limited**

### **Whistleblowing Policy**

#### **1. Overview**

1.1 This policy has been produced in accordance with the Public Interest Disclosure Act 1998, which protects workers making disclosures about certain matters of concern (where those disclosures are made in accordance with the provisions of the Act) from dismissal or a detriment short of dismissal.

#### **2. Policy Statement**

2.1 Cornwall Rural Housing Association (CRHA) encourages a free and open culture in its dealings between its officers, employees and all people with whom it engages in business and legal relations.

2.2 CRHA is committed to tackle any fraud, abuse or malpractice whether the perpetrators are from outside or inside the organisation. In particular, CRHA recognises that effective and honest communication is essential if malpractice is to be effectively dealt with and CRHA's success ensured.

2.3 This policy is designed to encourage and provide guidance to all those who work with or within CRHA, who feel that they need to raise certain issues or have serious concerns relating to CRHA.

2.4 CRHA undertakes to take seriously any matters raised in good faith by employees, and to deal with them when requested, in confidence. All employees will be treated fairly and concerns properly considered.

2.5 It is CRHA's policy to support and protect any employee who has volunteered information from reprisals or victimisation. If any discrimination or harassment takes place as a result of whistle blowing, CRHA will take firm action under the disciplinary procedures against any individual found to be acting unfairly towards the informant. However, CRHA will not tolerate malicious allegations. Any person found purposely making malicious allegations will find themselves subject to disciplinary action.

2.6 This Whistleblowing Policy will be supplemented by a Whistleblowing Procedure.

#### **3. Review**

3.1 The policy will be reviewed every three years and revised as needed.