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Whistle Blower Policy

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**World Lacrosse**

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June 2019 – Draft

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## World Lacrosse

### WHISTLE BLOWER POLICY

1. The purpose of this policy is to set out the WL position in respect of “Whistle Blowing” and actions that may be taken by volunteers or staff related to any WL activity.
  
2. The intent is to encourage people to raise concerns over, but not limited to:
  - Misconduct or malpractice
  - Unethical conduct or impropriety
  - Corruption or financial malpractice
  - Governance matters including disregard of agree procedures (Constitution / Bylaws)
  - Matters affecting the reputation / good standing of the sportWhere they are able to show reasonable grounds for concerns
  
3. When concerns are raised WL will undertake such enquiries as are considered necessary to determine whether or not there are prima facie grounds for considering that the concern is well founded
  
4. Concerns should be raised with the WL Chief Executive Officer (CEO) or if concerning the CEO with the President and a form is attached to ensure all relevant points are covered.
  
5. It is important that all disclosures are made with good reason and not for trivial, vexatious or malicious reasons.
  
6. It is unacceptable for an unfounded allegation, or one which is not given in the reasonable belief that it is substantially true or has been initiated for personal gain to be made. Such action could result in disciplinary action being taken
  
7. This policy is to allow:
  - Confidential reports to be made by individuals
  - Protect the identity of the person reporting the concern
  - Assist in gathering evidence for any disciplinary action
  - Encouragement of openness and transparency
  - Protection of the integrity of lacrosse and WL.

**WORLD LACROSSE**  
**WHISTLE BLOWER REPORT FORM**

**Person making the report**

Name:
Address:
Contact Telephone / e-mail
I wish to remain anonymous      YES / NO

**Report about**

Individual or Entity
Contact details (if known)

**Details of the concern**

What is the concern
Where did it happen
When did it happen
Ongoing or likely to recur (details)
Do other people know of this and have additional information to assist

**Evidence**

Do you have evidence relating to the concern	YES / NO
Please list the evidence material available	
Can this be provided to WL	YES / NO?
If so how	
Other information related to the concern	

**World Lacrosse**

Date and time received
Actions

**Note:**

If the person raising the concern wishes to remain anonymous then the identity of that person will only be known to the recipient of the concern.

If anonymity has not been requested then the identity of the person raising the concern may be made to others within WL but will not be made public beyond that without the prior agreement of the person who has initiated the concern.

Reports made will be treated as confidential until reasonable certainty has been established that the concern raised can be considered as correct or otherwise.