

Policy Statement

Subject	Whistleblowing
Policy Owner	Board
Functional Area	Governance
UIN	P1008
Effective Date	12 June 2026
Review Date	12 June 2029
Scope	This policy outlines Livit Disability Support's (Livit) commitment to supporting employees, past employees, clients, their relatives, dependents or spouses to speak up about misconduct and wrongdoing within Livit Disability Support.

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1 Definitions

Disclosure	A report of misconduct or wrongdoing. Under the Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019, protections apply to disclosures made where there are reasonable grounds to suspect misconduct or improper state of affairs or circumstances.
Whistleblowing	When a discloser, including an employee, past employee, customer, or their relative, dependent or spouse speaks up about misconduct within, or by, Livit.
Wrongdoing	Misconduct, behaviour that does not align with Livit's organisational values, breaches of the NDIS Code of Conduct, or conduct that presents a risk to people, the organisation, or the community.

2 Purpose of this Policy

- Encourage the reporting of wrongdoing;
- Deter misconduct and unethical behaviour;
- Ensure people can speak up safely, securely and with confidence;
- Provide transparency about how disclosures are managed;
- Support Livit's values and Code of Conduct;
- Strengthen organisational integrity, governance and accountability;
- Meet legal and regulatory obligations, including whistleblower protections legislation.

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3 Who this policy applies to

3.1 This policy applies to individuals who are, or have been:

- Employees, officers, Board members or Directors (including permanent, fixed term, casual or temporary roles)
- Contractors, consultants, suppliers, service providers and their workers
- Volunteers or associates
- Relatives, dependants or spouses of any of the above

4 Principals

4.1 Livit is committed to:

- Acting with integrity, transparency and accountability;
- Creating a culture where individuals feel safe and supported to speak up;
- Protecting individuals from reprisal, victimisation or detriment;
- Managing disclosures confidentially and respectfully;
- Ensuring fairness, impartiality and procedural fairness in all processes;
- Using insights from disclosures to strengthen safeguarding, risk management and continuous improvement

5 Policy

5.1 Livit is committed to the highest standards of honesty, integrity and ethical conduct. We actively encourage the reporting of suspected wrongdoing and recognise whistleblowing as a critical safeguard for protecting people, strengthening governance, and maintaining trust.

5.2 We are committed to ensuring that all individuals can raise concerns safely, confidentially and, where they choose, anonymously, without fear of reprisal, victimisation or disadvantage.

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5.3 We will:

- Treat all disclosures seriously and respond in a timely, fair and impartial manner;
- Protect the identity of whistleblowers in accordance with legal requirements;
- Take all reasonable steps to prevent and respond to detriment or victimisation;
- Provide appropriate support to individuals involved in a disclosure;
- Ensure disclosures are appropriately assessed and, where required, investigated in line with procedural fairness;
- Maintain confidentiality of all parties involved, consistent with legislative obligations

5.4 We recognise whistleblowing as an important safeguarding mechanism for identifying risks to people with disability, including potential abuse, neglect, exploitation or breaches of the NDIS Code of Conduct.

5.5 We are committed to ensuring that information arising from disclosures contributes to organisational learning, continuous improvement and effective risk management, while maintaining confidentiality.

5.6 Disclosures may be made to authorised internal recipients, including officers, senior managers or other designated persons, or to external bodies as permitted under legislation.

5.7 Unauthorised disclosure of a whistleblower's identity, or information likely to lead to their identification, is prohibited and may result in disciplinary action and potential legal consequences.

6 Relevant Resources

Legislation, external requirements and oversight bodies

[Corporations Act 2001 \(Cth\)](#)

[National Disability Insurance Scheme Act 2013 \(Cth\)](#)

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[National Disability Insurance Scheme \(Code of Conduct\) Rules 2018 \(Cth\)](#)
[NDIS Practice Standards and Quality Indicators, November 2021, Version 4](#) (Risk Management and Governance and Operational Management)
[Treasury Laws Amendment \(Enhancing Whistleblower Protections\) Act 2019 \(Cth\)](#)

Supporting Quality Management System policies, procedures and/or forms

[Code of Conduct Operating Procedure](#)

[Complaints and Feedback Policy Statement](#)

[Disciplinary Action Operating Procedure](#)

[Investigations Operating Procedure](#)

[Privacy Policy Statement](#)

[Violence, Abuse, Neglect and Exploitation towards People with Disability Policy Statement](#)

Approved by	Date	Signature
Livit Disability Support Board	12/06/2026	

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