



Whistleblower Guidelines - Safeguarding Children:

All Clergy, Employees, Volunteers, Contractors and Religious Appointees in the Catholic Archdiocese of Sydney must bring safeguarding matters of concern to the attention of their supervisor/manager. This may be the Parish Priest, Religious Superior or Agency Head. You may be the first to recognise that something is wrong, but you may not feel comfortable in expressing your concerns out of a feeling that this would be disloyal to colleagues or you may fear being victimised or harassed by the subject of your concerns. However, your hesitation must never result in a Child continuing to be unnecessarily at risk of harm. **Be assured, your concerns will be dealt with in confidence and you will not be harassed or victimised for bringing this information to our attention.**

Do not think "what if I am wrong?" - Think "what if I am right!"

Reasons for whistle blowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour
- To protect or reduce the risks to others
- To prevent the problem from worsening and to prevent yourself from being implicated

What stops people from whistle blowing

- Fear of getting it wrong or not being believed
- Fear of repercussions and disruption to work
- Fear of starting a chain of events that could get out of control

How to raise a concern

- Approach your Parish Priest or if you are not comfortable talking to your Parish Priest contact the Vicar General or the Director of the Safeguarding and Ministerial Integrity Office.
- If the concern is about the Parish Priest contact the Vicar General
- Make sure a satisfactory response is secured – don't let your concerns rest
- You are not expected to prove the truth of your concerns, but you will need to demonstrate sufficient grounds for your concern

What happens next?

- You should be given information on the nature and progress of any enquiries resulting from your concern
- The Archdiocese has a responsibility to protect you from any harassment or victimisation.
- No action will be taken against you if your concern proves to be unfounded and was raised in good faith
- Malicious allegations may be considered a disciplinary offence