

# Whistleblowing Policy

## Introduction

Together for Neurodiversity CIC ("the Company") is committed to upholding high standards of integrity, transparency, and accountability in all aspects of our operations. We recognise that employees, volunteers, and stakeholders play a crucial role in identifying and addressing wrongdoing within the organisation. This Whistleblowing Policy outlines our approach to handling reports of misconduct or unethical behaviour and provides guidance on the procedures for whistleblowing.

## Policy Statement

We are committed to creating a culture where individuals feel safe and supported to raise concerns about any wrongdoing, malpractice, or unethical conduct they encounter in the course of their work. We take all reports of misconduct seriously and will investigate them promptly and impartially. The Company prohibits retaliation against whistleblowers and ensures confidentiality to the fullest extent possible.

## Scope

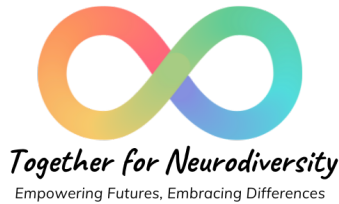
This policy applies to all employees, volunteers, contractors, suppliers, and stakeholders of Together for Neurodiversity CIC. It covers any concerns related to misconduct, malpractice, unethical behaviour, or violations of laws, regulations, or Company policies.

## Definitions

- **Whistle-blower:** Any individual who reports concerns about misconduct or unethical behaviour within the organisation.
- **Whistleblowing:** The act of reporting concerns about misconduct or unethical behaviour within the organisation.
- **Protected Disclosure:** A report made by a whistleblower under this policy that is in the public interest and made in good faith.

## Reporting Procedure

Anyone who becomes aware of or suspects misconduct or unethical behaviour within the organisation is encouraged to report their concerns promptly. Reports can be made verbally or in writing and should be directed to one of the following channels:



- Line Manager
- Data Protection Officer

## Confidentiality and Anonymity

The Company recognises the importance of confidentiality in whistleblowing cases and will protect the identity of whistle-blowers to the fullest extent possible. Whistle-blowers have the option to remain anonymous when making a report, and their identity will be kept confidential unless disclosure is required by law or necessary for investigation purposes.

## Investigation Process

All reports of misconduct or unethical behaviour will be taken seriously and investigated promptly and impartially. The investigation will be conducted by designated individuals with the appropriate expertise and independence. Whistle-blowers will be kept informed of the progress and outcome of the investigation to the extent possible without compromising confidentiality or the integrity of the process.

## Protection from Retaliation

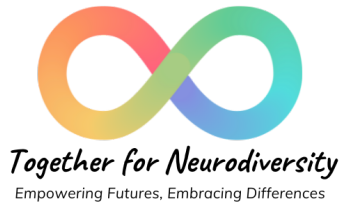
The Company prohibits retaliation against whistle-blowers for making a protected disclosure under this policy. Retaliation includes but is not limited to dismissal, demotion, harassment, or any adverse treatment. Any individual found to have engaged in retaliation will be subject to disciplinary action, up to and including termination of employment or contract.

## False Reports

Whistleblowing reports made in bad faith or with malicious intent may result in disciplinary action against the individual responsible. However, the Company recognises that genuine mistakes or misunderstandings may occur, and individuals will not be penalised for reporting concerns in good faith, even if the allegations are not substantiated.

## Communication and Training

The Company will communicate this Whistleblowing Policy to all employees, volunteers, contractors, and stakeholders and provide appropriate training on its provisions and procedures. Regular reminders and updates will be provided to ensure awareness and understanding of the policy.



## Review and Monitoring

This policy will be reviewed regularly to ensure its effectiveness and compliance with relevant laws and regulations. The Company will monitor the implementation of the policy and make adjustments as necessary to address any emerging issues or concerns.

## Contact Information

For any questions or concerns regarding this policy or to make a whistleblowing report, please contact one of the following:

### **Policies Officer**

Together for Neurodiversity CIC  
policies@myneurodiversity.org.uk

## Conclusion

This Whistleblowing Policy reaffirms our commitment to ethical conduct, transparency, and accountability. By providing a safe and supportive environment for whistle-blowers to report concerns, Together for Neurodiversity CIC demonstrates its dedication to upholding the highest standards of integrity and ensuring the well-being of our employees, volunteers, and stakeholders.

This comprehensive whistleblowing policy reflects our dedication to transparency, ethical practices, and a commitment to creating a safe and supportive environment for all individuals associated with Together for Neurodiversity CIC.