



WHISTLEBLOWER PROTECTIONS IN AUSTRALIA

Do you know or suspect something that should be reported?

Here at Football Federation Australia (**FFA**), we are committed to maintaining the highest standards of honesty, openness and accountability. Conduct which amounts to misconduct or an improper state of affairs or circumstances will not be tolerated. If you have information that you suspect reveals such conduct, we encourage you to make a report in accordance with FFA's Whistleblower Policy.

Some reports may have the benefit of certain protections under the Australian whistleblower laws, if they meet the requirements of a **protected disclosure**.

What protections will I receive if I make a protected disclosure?

If you make a disclosure that qualifies for protection under the Australian whistleblower laws, then there are certain protections available to you, including the following:

- 1** Your identity will not be disclosed unless authorised by the law.
- 2** You can't be dismissed because of the fact that you made a protected disclosure.
- 3** You can't be sued merely because you made the protected disclosure.

What if I have a concern about my employment?

If you have a concern about your employment which amounts to a **personal work-related grievance**, this may potentially not be a protected disclosure.

What is a protected disclosure?

In summary, you have made a protected disclosure if:

1. you are an **eligible whistleblower**;
2. you have reasonable grounds to suspect that **misconduct or an improper state of affairs or circumstances** in relation to FFA has occurred;
3. the conduct you have disclosed does **not** relate to a **personal work-related grievance** (which are generally not treated as a protected disclosure); and
4. you made the disclosure to someone who can receive a disclosure under the Australian whistleblower legislation (such as an **eligible recipient** at FFA.

Where can I get more information?

This is only a brief summary of the Australian whistleblower laws. To learn about the Australian whistleblower laws and how it might apply to you, please read FFA's Whistleblower Policy, which can be accessed at ffa.com.au.

If you have any further questions, you can also contact legal@ffa.com.au.