

Policy and Procedure

European College of Polytechnics



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Whistleblowing Policy

- (1) The European College of Polytechnics is committed to maintaining a culture of openness and accountability. It is recognised that a robust mechanism for identifying and reporting misconduct, such as abuse, fraud, or other unethical behaviours within the institution, is essential. Employees are encouraged to report any concerns regarding misconduct, and confidentiality will be preserved to the greatest extent possible when such reports are made in good faith.
- (2) Individuals raising concerns can expect protection from reprisals or victimisation for their disclosure. It is crucial that any observed or suspected instances of misconduct be reported to the immediate supervisor. Those who fail to report known misconduct, deter others from reporting, or retaliate against whistle-blowers may face disciplinary actions.
- (3) Upon receipt of a complaint, the designated manager will undertake a comprehensive investigation, possibly involving external agencies if required. The outcomes of the investigation will be communicated, ensuring the confidentiality of all involved parties is respected. Should there remain serious concerns following the conclusion of an investigation, individuals are permitted to contact an external agency for further consultation.
- (4) The institution does not condone the raising of concerns under false pretenses. Engaging in such behaviour or abusing the whistleblowing policy for personal gain or to target others unjustly will lead to disciplinary measures.
- (5) This policy is subject to periodic review and may be amended to reflect changes in legislation or best practices. This policy must be read in conjunction with all other relevant policies of ECP.