



	<b>West Limerick Independent Living CLG Policies</b>				
<b>Title:</b>	<b>WHISTLEBLOWER PROTECTION POLICY</b>				
Page:	1 of 2	Policy. No.: WLILP22	Date November 17	Issue No.	0

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Category: Operational Policies

Subject: Whistleblower Protection Policy

Responsible for Review of this Policy: West Limerick Independent Living CLG Board

## **Purpose**

West Limerick Independent Living requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the West Limerick Independent Living, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

## **Reporting Responsibility**

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that West Limerick Independent Living can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of West Limerick Independent Living's code of ethics or suspected violations of law or regulations that govern West Limerick Independent Living's operations.

## **No Retaliation**

It is contrary to the values of West Limerick Independent Living for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of West Limerick Independent Living. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

## **Reporting Procedure**

West Limerick Independent Living has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with Services Manager or Manager.

Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to the West Limerick Independent Living's Complaints Officer, Manager or board member, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Manager or West Limerick Independent Living's Complaints Officer [or other designated person].



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Page:	2 of 2	Policy. No.: WLILP22	Date November 17	Issue No.	0

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## Complaints Officer

The West Limerick Independent Living's Complaints Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Complaints Officer will advise the Manager and/or the Board of Directors of all complaints and their resolution and will report at least annually to the Company Board on compliance activity relating to accounting or alleged financial improprieties.

## Accounting and Auditing Matters

West Limerick Independent Living Complaints Officer shall immediately notify the Company Board of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the Board of Director's until the matter is resolved.

## Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

## Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

## Handling of Reported Violations

West Limerick Independent Living's Complaints Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

## Complaints Officer:

Ms Lynda McElligott  
Senior Services Coordinator  
Tel: 069 77320  
Email: Lynda@limerickcil.com