Public Interest Disclosure and Whistleblower Policy

1. COMPLIANCE OBLIGATION SUPPORTED

Public Interest Disclosure Act 2003 (WA)

2. PURPOSE

To articulate the University's commitment to supporting and protecting public interest disclosures, and to set out the principles and governance framework through which the University meets its obligations under the *Public Interest Disclosure Act* 2003 (WA) (the **PID Act**).

3. POLICY STATEMENT

3.1. The University does not tolerate corrupt or other improper conduct. The University is committed to the aims and objectives of the PID Act, which recognises the value and importance of reporting as a means to identify and address wrongdoing.

3.2. The University strongly supports disclosures about corrupt or other improper conduct, or any other public interest information being made by any person.

3.3. The University will protect the identity of disclosers, except where disclosure is permitted or required under the PID Act.

3.4. The University accepts anonymous disclosures. Where a disclosure is made anonymously, the University's ability to investigate the disclosure, communicate with the discloser, or implement measures to protect the discloser from detrimental action may be limited.

3.5. The University does not tolerate any of its employees, contractors or subcontractors taking or threatening detrimental action against anyone who makes or proposes to make a public interest disclosure (**PID**). The University will take all reasonable steps to protect employees from any detrimental action in reprisal for the making of a public interest disclosure.

3.6. The Vice-Chancellor, as principal executive officer of the University under the PID Act, will designate the University's Public Interest Disclosure Officer (**PID Officer**), who is responsible for receiving disclosures of public interest information.

3.7. The PID Officer will abide by the PID Officers code of conduct and integrity in performing their duties.

3.8. The University is committed to addressing any disclosure thoroughly and impartially. The University will treat all people in the disclosure process fairly, including those who may be the subject of a disclosure.

3.9. The University will provide as much information as possible to people considering making a public interest disclosure and will make Public Interest Disclosure Guidelines available on its website.

3.10. While this policy focuses on public interest disclosures, the University is committed to dealing with all reports of suspected wrongdoing. The University encourages whistleblowers to report any such behaviour. The University will consider each matter under the appropriate reporting pathway and make every attempt to protect whistleblowers from any detrimental action.

4. SCOPE OF POLICY

4.1. This policy applies to:

(a) employees, adjuncts, University Associates, Council members and contractors in respect of their obligations under this Policy and the PID Act;

(b) any person who makes, or intends to make, an appropriate disclosure of public interest information to a proper authority under the PID Act, including persons who are not members of the University community; and

(c) all University locations and campuses, whether offshore or within Australia.

5. DEFINITIONS

(Note: Commonly defined terms are located in the *Curtin Common Definitions*. Any defined terms below are specific to this document)

PID Officer
An employee occupying the position designated by the Vice-Chancellor as the person responsible for receiving disclosures of public interest information.

Detrimental action
Is defined in the PID Act and includes action causing, comprising or involving —

(a) injury, damage or loss;

(b) intimidation or harassment;

(c) adverse discrimination, disadvantage, or adverse treatment in relation to a person's career, profession, employment, trade or business; or

(d) a reprisal.

Public interest information
Is defined in the PID Act as information that tends to show that, in relation to its performance of a public function (either before or after the commencement of this Act), a public authority [including the University], a public officer, or a public sector contractor is, has been, or proposes to be, involved in:

(a) improper conduct;

(b) an act or omission that constitutes an offence under a written law;

(c) a substantial unauthorised or irregular use of, or substantial mismanagement of, public resources;

(d) an act done or omission that involves a substantial and specific risk of —

  (i) injury to public health;

  (ii) prejudice to public safety; or

  (iii) harm to the environment;

(e) a matter of administration that can be investigated under section 14 of the *Parliamentary Commissioner Act 1971* (WA).

Whistleblower
Any person who, in good faith, makes or seeks to make a disclosure of actual or suspected wrongdoing or misconduct concerning the University, whether or not that disclosure is made in accordance with the PID Act.

6. SUPPORTING PROCEDURES

Nil

7. RELATED DOCUMENTS/LINKS

- Public Interest Disclosure Guidelines
- Code of Conduct
- Curtin Values
- *Corruption, Crime and Misconduct Act 2003* (WA)
- *Parliamentary Commissioner Act 1971* (WA)
- Public Sector Commission's PID Act Resources
- PID Act Statement to Stakeholders by Curtin University
- PID Officers code of conduct and integrity

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Approval Authority	Council
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REVISION HISTORY (*filled out by Risk, Compliance and Audit*)

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes & Notes
New	Approved	14/10/2026	Council	C144/2026	Attachment A to Item