

Policy	Protected Disclosure	
Introduction	1.1	<p>The Victorian Legal Services Board and Commissioner (“Board and Commissioner”) are committed to the protection of people who make disclosures in accordance with the <i>Protected Disclosure Act 2012 (Vic)</i> (the Act). The Board and Commissioner have systems for:</p> <ul style="list-style-type: none"> • Re-directing people who wish to make protected disclosures to the Independent Broad-based Anti-corruption Commission (IBAC) ; and • Protecting people against detrimental action that might be taken in reprisal for the making of protected disclosures. <p>The ‘Protected Disclosure Procedures’ (attached to this policy) describe the actions that must be taken by the Board and Commissioner.</p> <p>This policy will be published on the Board and Commissioner’s website.</p>
Policy	2.1	<p>The Board and Commissioner:</p> <ul style="list-style-type: none"> • are committed to the purposes of the Act; • do not and will not tolerate improper conduct by staff, officers or members, nor detrimental action taken in reprisal for a protected disclosure; • recognise the value of transparency and accountability in their administrative and management practices; • support the making of disclosures that reveal: <ul style="list-style-type: none"> ○ corrupt conduct; ○ conduct that would, if proved, constitute a criminal offence or reasonable grounds for dismissal; ○ detrimental action taken against a person in reprisal for someone making a protected disclosure; • take all reasonable steps to protect people against detrimental action that might be taken in reprisal for the making of protected disclosures; and • follow the attached procedures in relation to disclosures made about improper conduct or detrimental action taken by the Board and Commissioner.
Policy Management & Implementation	3.1	<p>Senior management are responsible for the welfare of people making protected disclosures and/or cooperating with protected disclosure complaint investigations. Relevant senior managers at the Board and Commissioner are:</p> <ul style="list-style-type: none"> • Executive Director, Corporate & Governance; and • Executive Director, Regulation & Complaints.
	3.2	<p>The roles and responsibilities of the Executive Directors are listed in the attached procedures.</p> <p>All meetings held in relation to disclosures must be conducted discreetly and in strict confidence.</p>
Annual Report Response	4.1	<p>The Annual Report provides information about how to access the procedures established by the Board and Commissioner.</p>