

'Speak Up' Commitment Statement

Purpose

This Commitment Statement is intended to articulate the Ys collective commitment to fostering a culture that encourages employees and other partners to speak up about issues or conduct regarding the Y that concerns them (other than concerns relating to the safeguarding of children and young people¹).

Commitment

The Y is committed to and encourages everyone who works at the Y or visits a Y or engages in other ways with the Y to speak up and report any issues or conduct they believe to be inappropriate. The Y will provide safe, trusted and defined avenues for those who want to raise genuine concerns. This commitment also aligns with our commitment to embedding youth voice and intergenerational leadership and the safeguarding of children and young people in our culture, strategy and practices^{2&3}.

Encouraging and supporting people to speak up about suspected inappropriate behaviour or misconduct is core to the Y's commitment to maintain a high level of legal, ethical and moral behaviour in governance and in operational standards.

Identifying potential problems, risks, inappropriate behaviour or misconduct allows the Y to continue to improve the way the Y operates and provide the best service and support to our people.

The Y acknowledges that speaking up about potential problems and risks or suspected inappropriate behaviour or misconduct can be challenging or intimidating and people may be concerned about being identified or that there may be potential repercussions from reporting these types of matters. The Y will not tolerate any form of retaliation or victimisation as a result of a person speaking up about inappropriate behaviour.

¹ If you have a concern about the safeguarding of children: <https://ymca.org.au/about-us/safeguarding-children-young-people/safeguarding-reporting>

² See [Principle and Practice Statement on Youth Voice](#) and Principle and [Practice Statement on Intergenerational Leadership](#)

³ See [Safeguarding Children & Young People Policy](#)

Speak Up / Whistleblower Policies

As part of living up to the above commitment all Ys must have a Speak Up / Whistleblower Policy (by no later than 1 July 2021) designed to encourage and support individuals to report serious inappropriate behaviour or misconduct, where these concerns are supported by reasonable grounds, knowing that it is safe to do so. The policy must also provide protection to people making reports. Here are links to the policies of each Y Association:

- [include links or 'pending']
- [include links]
- [include links]

If a concern or issue falls outside the scope of a Speak Up / Whistleblower policy guidance must be given about what other policy or procedure applies so that the issue can be considered, formally or informally.

All Y's Speak Up / Whistleblower Policies must:

1. Define what types of conduct can be reports under the policy and what should not.

The types of actions that can be reported through the policy are called "Reportable Conduct" and include:

- Dishonest
- Fraudulent
- Corrupt
- Illegal
- Unethical
- Substantial mismanagement of Y's resources
- Unresolved serious breaches of Codes of Conduct or Safeguarding Policies
- Unsafe practices / danger.

The types of concerns that should not be reported through the policy include:

- Personal work related grievances
- Personal service or customer level grievances



We believe in the power of
inspired young people

2. Detail the mechanism for how people can report concerns, to who and how reports should be made.
3. Explain the process to be followed in handling and investigating reports (including the limits of confidentiality).
4. Outline how people that report concerns will be protected and supported as appropriate, the types of disclosures which qualify for protection and the Ys' applicable disclosure obligations.
5. Comply with all applicable State and Federal legislations and aim to support best practices in this area and should be periodically reviewed to ensure the policy remains so.
6. Provide provision for a matter to be escalated to YMCA Australia should the reported concern or issue be a potential breach of a YMCA Priority One Licensing Standards or in a situation where the Y Association thinks it is appropriate.