

Whistleblower protections

A whistleblower is a person who informs on a person or organisation regarded as engaging in an unlawful activity.

It is important to report suspected improper conduct to the Independent Commissioner Against Corruption (ICAC) so that it can be dealt with.

Reporting improper conduct helps to:

- expose improper conduct and risks that may otherwise remain hidden;
- provide assurances that dishonest practices are disrupted and stopped;
- ensure that public sector employees act in the public interest;
- identify improper conduct trends, issues and potential risks; and
- gather intelligence that may lead to an ICAC investigation.

What is a protected communication?

A protected communication* is a report to the ICAC that a person believes, on reasonable grounds, would tend to show that improper conduct has occurred, is occurring, or is at risk of occurring; or would help Office of the ICAC to perform its functions.

*as defined in section 93 of the *Independent Commissioner Against Corruption Act 2017* (NT) ("the Act")

What is a protected action?

A protected action is one taken in the course of complying with the ICAC Act, or an action taken when cooperating with a person who is performing functions under the Act.

This includes making a report to the ICAC (a protected communication) and complying with notices or directions given by the Commissioner or an ICAC officer.

Who is a protected person?

Anyone who makes a protected communication or takes a protected action is a protected person. The protection of the ICAC Act applies to a protected person even if they do not state that they are making a protected communication.

How am I protected?

If you are a public sector employee, the primary responsibility to protect you as a 'whistleblower' falls upon the public body for which you work. The ICAC gives guidance to those bodies on how best to do that.

If you are not a public sector employee, you are still entitled to protection under the ICAC Act. This can be discussed with an ICAC officer.

The best protection from retaliation is maintaining confidentiality. It is crucial that you do not share the details of your engagement with the ICAC unless it is absolutely necessary. It is also important to take care when communicating your information.

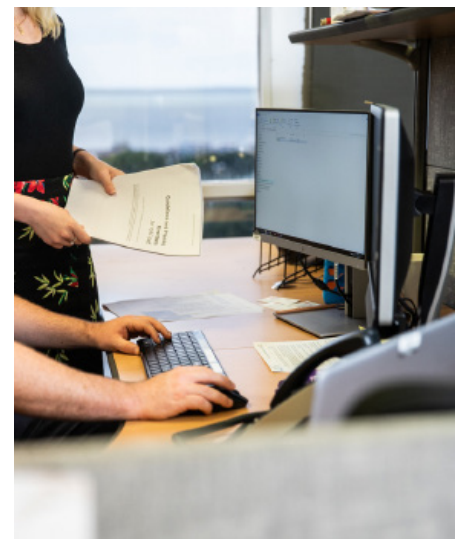
What happens if someone retaliates against me?

Retaliation can take many forms including intimidation, exclusion, bullying and harassment. If anyone does retaliate against you because

you reported to ICAC, then:

- that person commits an offence for which the maximum penalty is two years imprisonment;
- you, or the ICAC, can apply for an injunction in the Supreme Court to stop the retaliation;
- you can sue for compensation for the retaliation;
- the ICAC can give specific instructions to stop the retaliation. If the retaliation does not stop, then that, too, is an offence; and/or
- the ICAC can negotiate for you to be moved into another section or agency.

It is important that you report any actual or possible retaliation to the ICAC immediately. That is your responsibility under the Act. In addition, you should seek assistance from support services as soon as possible.



FACTSHEET

Who has access to my communication or report?

Your communication and identity will be kept confidential wherever possible. The information you provide will be used to make enquiries, including performing an assessment, preliminary inquiry or investigation.

Will I know what happens after I report?

For legal reasons, you will not know the full details of subsequent investigations or proceedings.

Support services

Northern Territory Government employees have access to support services provided through the Employee Assistance Program.

Other support services include:

Legal Aid Lifeline

6-9/11 Cavenagh Street, Darwin
1800 019343

NAAJA

61 Smith Street, Darwin
1800 898251

If you need interpreter services, visit:

Interpreter Services

Ground Floor RCG House
83-85 Smith Street, Darwin
8999 8506

Aboriginal Interpreter Service

Darwin office
Ground Floor RCG House
83-85 Smith Street, Darwin
1800 334944

Alice Springs office
Mezzanine Floor Alice Plaza
Todd Mall
8951 5576

The Office of the ICAC can also help arrange an interpreter for you.

If you need help to write a report you can contact the **Reading Writing Hotline** at:

www.readingwritinghotline.edu.au
1300 6 555 06

Services for people with hearing or vision impairment

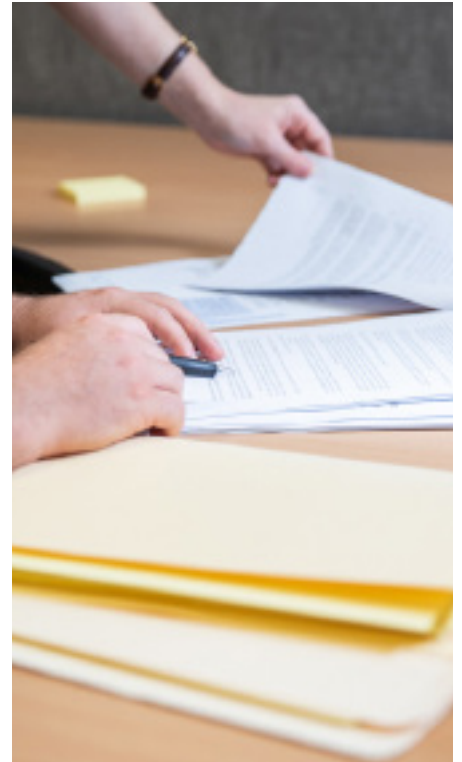
If you have hearing and/or vision impairment and require assistance, please contact us through the National Relay Service (NRS):

TTY users can phone 1800 555 677 then ask for 1800 250 918.

Speak and Listen users can phone 1800 555 727, then ask for 1800 250 918.

Internet relay users can connect to the National Relay Service (NRS) and ask for 1800 250 918.

Your information is protected by the law and will not be shared unless we have spoken to you first.



Contact information

-  Freecall 1800 250 918
-  icac.nt@icac.nt.gov.au
-  icac.nt.gov.au

Level 7
9-11 Cavenagh Street,
Darwin NT

GPO Box 3750
Darwin NT 0801

FACTSHEET