Whistleblower Policy

NDIS Plan Management Provider — OPM 18.01.23

Document title	Whistleblower Policy
Document number	OPM 18.01.23
Supersedes	Whistleblower Policy v2.0 (13 July 2026)
Applies to	Current and former employees, Directors, officers, contractors, volunteers and students of Orange Plan Management; providers, consultants, suppliers and associates of Orange Plan Management and their employees; and relatives, dependants or spouses of any of those persons
Related standards	NDIS Practice Standards — Verification Module (Risk Management; conditions of registration); NDIS Act 2013 (Cth) protected-disclosure provisions; Corporations Act 2001 (Cth) Part 9.4AAA; NDIS Code of Conduct
Policy owner or Author	Compliance & HR Manager (owner); Author: Rehan Lowmass (Director)
Approved by	Patricia Lowmass (Compliance & HR Manager)
Version	3.0
Date approved	24 September 2026
Next review date	September 2028 (or earlier if legislation, the NDIS Practice Standards or NDIS Commission guidance change)

1. Purpose

Orange Plan Management (OPM) is committed to a culture of honesty, integrity, accountability, and safe, ethical conduct. This policy encourages the reporting of suspected wrongdoing and explains the protections available to people who make a report, in line with Part 9.4AAA of the Corporations Act 2001 (Cth), the protected-disclosure provisions of the NDIS Act 2013 (Cth), and the NDIS provider environment.

Reports are warranted if a person suspects fraud, misconduct, unsafe practice, abuse, serious privacy issues, or conduct that may breach the law, OPM policy or the NDIS Code of Conduct. A report can be made anonymously or with the support of OPM's leadership team. People are protected from retaliation for raising a concern where they have reasonable grounds to suspect wrongdoing, whatever their motive.

This policy is intended to:

- encourage early reporting of misconduct, improper conduct or unethical behaviour;
- protect eligible whistleblowers from detriment or victimisation;
- ensure disclosures are handled fairly, confidentially and appropriately, including fair treatment of any person named in a disclosure;
- support compliance with applicable whistleblower laws and NDIS-related obligations;
- promote a workplace and service environment that is safe for workers, participants, nominees and stakeholders.

2. Scope

This policy applies to concerns about conduct connected with OPM, including conduct affecting NDIS participants, workers, systems, finances, compliance, governance or service delivery. Reports may be made by:

- current or former employees, Directors or officers;
- current or former contractors, volunteers and students;
- providers, consultants, suppliers and associates of OPM, and their employees;
- relatives, dependants or spouses of any of the above persons.

OPM is Revigorate Pty Ltd trading as Orange Plan Management. As a company, OPM is a regulated entity under Part 9.4AAA of the Corporations Act 2001 (Cth), so the statutory protections described in this policy apply to qualifying disclosures about OPM. Participants, nominees and members of the public may also raise concerns under this policy; their concerns are also handled under the Complaint Handling Policy and Procedure (OPM 18.01.04) where appropriate.

3. Definitions

Term	Definition
Eligible whistleblower	A person listed in section 2 who makes a disclosure. The Corporations Act 2001 (Cth) protects current and former officers, employees, suppliers of goods or services and their employees, associates, and relatives, dependants and spouses of those persons.
Disclosable matter	Information that the discloser has reasonable grounds to suspect concerns misconduct or an improper state of affairs or circumstances in relation to OPM, conduct that breaches the Corporations Act or other Commonwealth laws punishable by 12 months' imprisonment or more, or conduct that represents a danger to the public or the financial system (section 6).
Eligible recipient	A person or body to whom a disclosure must be made for it to qualify for protection: an internal eligible recipient (section 7.1) or an external eligible recipient (section 7.2).
Whistleblower Protection Officer (WPO)	The person responsible for receiving and triaging disclosures, protecting confidentiality, coordinating investigations and monitoring for detriment. The WPO is the Compliance & HR Manager, or the General Manager where the Compliance & HR Manager is involved in the matter.
Detriment	Any harm or disadvantage to a person because they made, may make or are suspected of making a disclosure (section 10).
Personal work-related grievance	A grievance about a person's own employment that has implications only for that person, such as an interpersonal conflict or a decision about their performance, pay or transfer, and that does not involve a disclosable matter or detriment linked to a disclosure.
Public interest disclosure and emergency disclosure	A disclosure to a journalist or a member of the Commonwealth, state or territory parliament that is protected only if the conditions in section 7.3 are met.

Term	Definition
Investigating officer	The person appointed under section 13 to investigate a disclosure, who is independent of the matter.

4. Legislative and Regulatory Framework

- Corporations Act 2001 (Cth), Part 9.4AAA — protection for whistleblowers, including eligible whistleblowers and eligible recipients, public interest and emergency disclosures (s 1317AAD), confidentiality of the discloser's identity (s 1317AAE), victimisation and detrimental conduct (s 1317AC), immunity from liability and compensation and other remedies through the courts.
- Taxation Administration Act 1953 (Cth), Part IVD — protection for disclosures about tax affairs made to the Commissioner of Taxation or other eligible recipients.
- The protected-disclosure provisions of the NDIS Act 2013 (Cth) — protection for people who disclose information about NDIS providers and workers to the NDIS Commission, the NDIA and other authorised recipients.
- NDIS (Code of Conduct) Rules 2018 — the obligation of workers and providers to act with integrity, honesty and transparency, and to promptly take steps to raise and act on concerns about matters that may affect the quality and safety of supports.
- NDIS (Provider Registration and Practice Standards) Rules 2018 — Verification Module, Risk Management standard, and conditions of registration.
- Privacy Act 1988 (Cth) — handling of personal information in disclosures and investigations.
- Fair Work Act 2009 (Cth) — general protections for workers who exercise workplace rights.
- Where legislation or NDIS Commission guidance changes, this policy is reviewed and amended as needed. The legislation prevails over this policy in the event of any inconsistency.

5. Policy Statement

OPM takes all reasonable steps to ensure that any person who raises a concern under this policy is treated fairly and is protected from retaliation, victimisation, intimidation, harassment, dismissal, disadvantage or other detriment because they made, may make, or are suspected of making a disclosure.

Reports are handled confidentially, promptly and impartially. Any person named in a disclosure is treated fairly and is given natural justice (section 13).

6. Reportable Concerns

A report may be made under this policy where a person has reasonable grounds to suspect misconduct or an improper state of affairs or circumstances in relation to OPM. This may include suspected:

- fraud, theft or dishonesty;
- corruption or bribery;
- financial misconduct or deliberate misreporting;
- serious breaches of OPM policy or internal controls;
- unlawful conduct;
- conduct that endangers health or safety;

- abuse, neglect, exploitation, coercion or unsafe practices affecting NDIS participants;
- breaches of privacy or misuse of confidential information;
- conflicts of interest that are not disclosed or managed;
- serious misconduct by Directors, managers or workers;
- conduct that breaches the NDIS Code of Conduct or other regulatory obligations;
- conduct that may damage public trust in OPM.

Personal work-related grievances that only affect the individual reporter, such as interpersonal conflict or dissatisfaction with performance management, are generally not covered by this policy and are managed under the Grievance and Disciplinary Policy (OPM 18.01.27), unless they also involve victimisation, systemic misconduct, a breach of law, or retaliation linked to whistleblowing.

7. How Reports Can Be Made

7.1 Internal reporting

Reports can be made to OPM:

- by email: feedback@orangeplan.com.au (monitored by the Compliance & HR Manager), or directly to the WPO or a Director, marked "Private and confidential — whistleblower disclosure";
- by phone: 1300 611 990, asking to speak with the WPO;
- in writing: to the WPO, marked "Private and confidential — whistleblower disclosure", at PO Box 3057, Newstead QLD 4006;
- in person: to a Team Leader or a member of the leadership team;
- anonymously, where preferred. A discloser may stay anonymous during and after an investigation and may refuse to answer questions that could identify them. OPM encourages anonymous disclosers to keep a line of communication open, for example through an anonymous email address, so that OPM can ask follow-up questions and give updates.

To give a disclosure the statutory protection, OPM authorises the following people as eligible recipients: the Directors, the General Manager, the Operations Manager, the Compliance & HR Manager (WPO) and Team Leaders. An auditor, or a member of an audit team conducting an audit, of OPM is also an eligible recipient under the Corporations Act. Any eligible recipient who receives a disclosure passes it to the WPO the same business day without disclosing the discloser's identity to anyone else, unless the discloser consents or the disclosure concerns the WPO (section 14).

7.2 External eligible recipients

A discloser does not have to report to OPM first. A disclosure made directly to any of the following external eligible recipients is protected without first being raised internally:

Recipient	When to use it and how to contact
Australian Securities and Investments Commission (ASIC)	Misconduct or an improper state of affairs concerning OPM as a company, or a breach of the Corporations Act: asic.gov.au (whistleblowing)
Australian Prudential Regulation Authority (APRA)	Matters concerning an APRA-regulated entity: apra.gov.au
Commissioner of Taxation (Australian Taxation Office)	Matters concerning the tax affairs of OPM or an associate: ato.gov.au (tax whistleblowers)

Recipient	When to use it and how to contact
NDIS Quality and Safeguards Commission	Concerns about the quality or safety of NDIS supports, the NDIS Code of Conduct or a registered provider or worker: 1800 035 544, ndiscommission.gov.au
NDIA fraud reporting	Suspected fraud or misuse of NDIS funds: 1800 650 717, fraudreporting@ndis.gov.au
A legal practitioner	To obtain legal advice or representation about the operation of the whistleblower provisions — protected even if the lawyer concludes the matter is not a disclosable matter
Other prescribed Commonwealth bodies	As prescribed by the Corporations Act, the Taxation Administration Act or the NDIS Act 2013 (Cth)

Where there is an emergency or immediate risk of serious harm, contact emergency services (000) or the police first.

7.3 Public interest and emergency disclosures

A disclosure to a journalist or a member of the Commonwealth, state or territory parliament is protected only if the conditions in section 1317AAD of the Corporations Act 2001 (Cth) are met.

Public interest disclosure	Emergency disclosure
The discloser has previously made a disclosure to ASIC, APRA or another prescribed Commonwealth body	The discloser has previously made a disclosure to ASIC, APRA or another prescribed Commonwealth body
At least 90 days have passed since that disclosure	No waiting period applies
The discloser has no reasonable grounds to believe that action is being, or has been, taken to address the matter	The discloser has reasonable grounds to believe the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment
The discloser has reasonable grounds to believe that making a further disclosure would be in the public interest	No public interest test applies; the danger must be substantial and imminent
Before disclosing, the discloser gives the body written notice that identifies the earlier disclosure and states that they intend to make a public interest disclosure	Before disclosing, the discloser gives the body written notice that identifies the earlier disclosure and states that they intend to make an emergency disclosure
The information disclosed is no more than necessary to inform the journalist or parliamentarian of the misconduct or improper state of affairs	The information disclosed is no more than necessary to inform the journalist or parliamentarian of the substantial and imminent danger

OPM encourages anyone considering a public interest or emergency disclosure to obtain independent legal advice first, because a disclosure that does not meet these conditions is not protected.

8. Content of the Report

Reports should include as much detail as possible, such as:

- what happened;
- who was involved;
- when and where it occurred;
- any documents, messages, invoices or records relevant to the concern;
- whether the matter is ongoing;
- whether anyone is at immediate risk.

Anonymous reports are accepted and assessed to the extent possible. A discloser does not need proof — reasonable grounds to suspect are enough — and should not investigate the matter themselves.

9. Confidentiality and Identity Protection

OPM protects the identity of a whistleblower as far as reasonably possible and in accordance with the law. A whistleblower's identity, or information likely to lead to their identification, is not disclosed unless:

- the whistleblower consents;
- disclosure is authorised or required by law;
- disclosure is made to ASIC, APRA, the Australian Federal Police, the Commissioner of Taxation or another regulator or law enforcement body, or to a legal practitioner for the purpose of obtaining legal advice.

Information that is likely to lead to identification may be disclosed without consent only where it is reasonably necessary to investigate the matter and all reasonable steps are taken to reduce the risk that the discloser is identified.

9.1 Practical identity-protection measures

The WPO and anyone handling a disclosure:

- redact the discloser's name and identifying details from all documents, investigation notes and reports, and refer to the discloser by a case code;
- use gender-neutral references to the discloser in all communications and reports;
- store all records in a restricted-access, confidential disclosure file in Microsoft 365/SharePoint that only the WPO and the Director overseeing the matter can open, and never on shared drives, the Planability participant record or shared inboxes;
- use secure channels — password-protected documents, direct phone calls and private email — and never print or leave disclosure material where others can see it;
- limit the number of people who know the discloser's identity or the details of the disclosure to those strictly necessary, and brief each of them in writing on their confidentiality obligations;
- remind everyone involved that disclosing a whistleblower's identity, or information likely to identify them, without consent or legal authority is an offence under the Corporations Act 2001 (Cth) and a serious breach of this policy.

10. Protection From Detriment

A person who makes a disclosure with reasonable grounds to suspect wrongdoing must not suffer detriment because of that disclosure. Prohibited detriment includes:

- dismissal;
- demotion;
- harassment or intimidation;
- discrimination;
- injury in employment;
- damage to reputation, property, business or financial position;
- threats of any of the above;
- alteration of duties to disadvantage the person;
- bullying or exclusion.

Reasonable management action, such as managing unsatisfactory performance in line with OPM policy, or action taken to protect the discloser from detriment, is not detriment.

Anyone who engages in retaliation or victimisation may face disciplinary action, up to and including termination of employment or engagement, and may commit an offence and be liable to civil penalties (Appendix A).

10.1 Protection applies regardless of motive

Protection depends on whether the discloser has reasonable grounds to suspect the matter, not on their motive. A disclosure does not need to be made in good faith to be protected, and a disclosure is still protected if it turns out to be incorrect.

10.2 Compensation and other remedies

A discloser, or any other person, who suffers loss, damage or injury because of detrimental conduct may seek compensation and other remedies through the courts, including an injunction, an apology, reinstatement or exemplary damages. Compensation may be ordered against the person responsible and against OPM, including where OPM failed to take reasonable precautions and exercise due diligence to prevent the detrimental conduct.

10.3 Immunity from liability

A discloser who makes a protected disclosure is not subject to any civil, criminal or administrative liability (including disciplinary action) for making the disclosure, and no contractual or other remedy may be enforced against them on the basis of the disclosure. This immunity does not extend to the discloser's own misconduct revealed in the disclosure.

10.4 If protections are breached

A discloser who believes their confidentiality has been breached, or who has suffered or been threatened with detriment, may complain to the WPO, to any Director, or directly to ASIC or another regulator. The complaint is investigated as a separate matter by a person not involved in the original disclosure. OPM encourages disclosers to seek independent legal advice at any time about their rights and protections.

11. False or Misleading Reports

This policy protects disclosures made on reasonable grounds. A person is not penalised merely because an investigation does not substantiate their concern. However, a report the discloser knows to be false, or that is made maliciously or vexatiously without reasonable grounds, is not protected and may result in disciplinary action under the Grievance and Disciplinary Policy (OPM 18.01.27).

12. Support and Procedure After a Report

OPM may provide support measures to a whistleblower, including:

- a nominated contact person;
- temporary workplace adjustments;
- flexible work arrangements where appropriate;
- support to access counselling, such as through their GP or community services;
- monitoring for signs of retaliation.

The WPO assesses the risk of detriment to the discloser as soon as a disclosure is received and records the support measures agreed with the discloser in the confidential disclosure file.

12.1 NDIS-specific reporting expectations

Because OPM operates in the NDIS environment, concerns involving participant safety, abuse, neglect, exploitation, service quality, pricing integrity, privacy or conduct inconsistent with the NDIS Code of Conduct must be treated seriously and escalated promptly. NDIS providers and workers are expected to act with integrity, honesty, transparency, respect for privacy, and safe and competent care.

Where appropriate, matters may also need to be reported to:

- the NDIS Quality and Safeguards Commission, including as a reportable incident within 24 hours under the Incident Management and Reportable Incidents Policy (OPM 18.01.11);
- the NDIA, for suspected fraud, under the Fraud Reporting Policy (OPM 18.01.28);
- the police, if there is immediate danger or suspected criminal conduct;
- other regulators, insurers or statutory authorities as required.

If there is an emergency or immediate risk of serious harm, workers must contact emergency services first. A disclosure that is also a reportable incident, suspected fraud or a child safety concern is reported under the relevant policy without delay, and the discloser's identity is protected in that report as far as the law allows.

13. Investigation Procedure

1. **Acknowledge.** The WPO acknowledges the disclosure within 3 business days where the discloser can be contacted, explains how it will be handled and confirms the protections in this policy.
2. **Assess whether the protections apply.** Within 10 business days of receipt the WPO assesses whether the disclosure is a disclosable matter made by an eligible whistleblower to an eligible recipient, and whether it should be investigated, referred or dealt with under another policy. If the WPO is unsure whether the protections apply, the WPO assumes that they do. The assessment and its reasons are recorded in the confidential disclosure file.
3. **Appoint an investigating officer.** Where an investigation is needed, the WPO, with a Director, appoints an investigating officer who is independent of the matter — not the discloser, not the person the allegation

concerns, not involved in the conduct, and not in a reporting line that would compromise impartiality. For serious or complex matters OPM may engage an external investigator.

4. **Investigate.** The investigating officer gathers the facts — documents, Planability records and audit logs, emails and interviews — in a way that protects the discloser's identity (section 9.1). The investigation is normally completed within 30 business days of the assessment. Where more time is needed, the WPO records the reason and tells the discloser.
5. **Natural justice for the person named.** The person against whom an allegation is made is informed of the substance of the allegation before any adverse finding is made, is given a reasonable opportunity to respond, may have a support person present at interviews, and is told the outcome as it affects them. They are protected from detriment while the matter is investigated and are given access to support.
6. **Report.** The investigating officer prepares a written investigation report using the Incident Investigation Report Template (OPM 18.03.14), setting out the allegations, the responses of the people involved, the evidence, the findings on the balance of probabilities, the conclusions and the recommendations. Identifying details of the discloser are redacted.
7. **Decide and act.** The WPO and the Director overseeing the matter decide what action to take on the recommendations, including any disciplinary action under the Grievance and Disciplinary Policy (OPM 18.01.27), improvements logged in the Continuous Improvement Register (10.0 Risk Management & Compliance Registers/05. Continuous Improvement Register), and any report to the NDIS Commission, the NDIA, ASIC or the police.
8. **Keep the discloser informed.** The WPO tells the discloser about progress at least every 10 business days and about the outcome at the end, as far as confidentiality and the privacy of others allow. The discloser may ask the WPO to re-open the matter if they have new information; the WPO considers the request and gives reasons for the decision.

14. Disclosures About the General Manager, a Director or the WPO

- A disclosure about the Compliance & HR Manager is handled by the General Manager acting as WPO.
- A disclosure about the General Manager or a Director may be made directly to any Director. It is handled by a Director who is not involved in the matter, who assumes the WPO's responsibilities under this policy.
- Where all Directors are involved in, or conflicted by, the matter, OPM engages an external investigator, and the discloser is reminded of their right to report directly to an external eligible recipient (section 7.2).

15. Records and Evidence

Record	Where it is kept
Disclosure, WPO assessment, risk-of-detriment assessment, support measures, investigation notes, correspondence with the discloser	Restricted-access confidential disclosure file in Microsoft 365/SharePoint (WPO and the overseeing Director only)
Investigation report (Incident Investigation Report Template, OPM 18.03.14)	Confidential disclosure file

Record	Where it is kept
De-identified entry for a disclosure concerning suspected fraud	Reported Fraud & Suspicious Activity Register (10.0 Risk Management & Compliance Registers/01. Risk Registers/07. Reported Fraud & Suspicious Activity Register - Orange Plan.xlsx)
Reportable incident notification arising from a disclosure	NDIS Quality & Safeguards Commission Reportable Incidents Register (10.0 Risk Management & Compliance Registers/01. Risk Registers/06. NDIS Quality & Safeguards Commission Reportable Incidents Register.xlsx)
Improvements arising from a disclosure	Continuous Improvement Register
Disciplinary outcomes	The worker's personnel file under OPM 18.01.27

OPM maintains secure records of disclosures, assessments, investigations, findings and actions taken. Records are handled in a way that protects confidentiality and supports legal and compliance obligations, are accessible only to authorised personnel, and are kept for 7 years in line with the Records and Information Management Policy (OPM 18.01.32). The WPO reports the number and type of disclosures (de-identified) to the Directors at least annually.

16. Roles and Responsibilities

Role	Responsibility
Directors	Promote a speak-up culture; ensure appropriate systems are in place; oversee serious matters and outcomes; receive disclosures about the General Manager or a Director and handle them where not involved; appoint an external investigator where needed.
General Manager	Act as WPO where the Compliance & HR Manager is involved; support investigations; ensure no detriment to disclosers in operational decisions.
Whistleblower Protection Officer (Compliance & HR Manager)	Receive and triage disclosures; protect confidentiality; assess whether protections apply; appoint investigating officers with a Director; coordinate investigations or referrals; monitor for detriment; keep disclosers informed; maintain the confidential disclosure file; train workers.
Investigating officer	Investigate impartially; apply natural justice; protect the discloser's identity; prepare the investigation report on OPM 18.03.14.
Operations Manager and Team Leaders	Support workers to raise concerns; pass disclosures to the WPO the same business day without identifying the discloser; do not investigate serious matters informally unless authorised.
Workers and providers	Report suspected wrongdoing promptly; cooperate with lawful investigations; maintain confidentiality; never victimise a discloser.

17. Availability of This Policy and Training

This policy is available to all workers on the OPM SharePoint policy library, is published on the OPM website for providers, participants and former workers, and is provided during induction and compliance training. The Compliance & HR Manager trains all workers in this policy at induction and at the annual refresher under the Ongoing Professional Development Policy (OPM 18.01.31), and trains eligible recipients in receiving disclosures and protecting identity. Completion is recorded in the Staff Compliance Matrix & Professional Development Register (10.0 Risk Management & Compliance Registers/06. Staff NDIS Compliance Matrix).

18. Breach of Policy

Victimising or threatening a discloser, disclosing a discloser's identity without consent or legal authority, failing to pass on a disclosure, or obstructing an investigation is a serious breach of this policy and the NDIS Code of Conduct. It is managed under the Grievance and Disciplinary Policy (OPM 18.01.27), may be reported to the NDIS Commission or ASIC, and may be an offence (Appendix A).

19. Related Documents

- Grievance and Disciplinary Policy (OPM 18.01.27)
- Fraud Reporting Policy (OPM 18.01.28); Fraud Risk Mitigation Framework Policy (OPM 18.01.09)
- Incident Management and Reportable Incidents Policy (OPM 18.01.11)
- Incident Investigation Report Template (OPM 18.03.14)
- Complaint Handling Policy and Procedure (OPM 18.01.04)
- Preventing and Responding to Violence, Abuse, Neglect and Exploitation Policy (OPM 18.01.24); Child Safe Policy (OPM 18.01.42)
- Code of Conduct Policy (OPM 18.01.29); Conflict of Interest Policy (OPM 18.01.30)
- Privacy Policy (OPM 18.01.15); Records and Information Management Policy (OPM 18.01.32)
- Staff Handbook (OPM 18.03.07)
- Documents that reference this policy and are read with it: Acceptable Use Policy (including Social Media) (OPM 18.01.34); Confidentiality Agreement Process (OPM 18.01.38); Bullying, Harassment and Discrimination Policy (OPM 18.01.45)

20. Policy Review

This policy will be reviewed at least every two years, or earlier where there is a material legislative or regulatory change (including to Part 9.4AAA of the Corporations Act 2001 (Cth) or the protected-disclosure provisions of the NDIS Act 2013 (Cth)), an internal incident or investigation indicating a need for improvement, or a change to business operations or NDIS compliance requirements. Review responsibility sits with the Compliance & HR Manager.

Contact Us

If you have a question about this policy, please contact us at feedback@orangeplan.com.au or by calling 1300 611 990.

Our address is Unit 3A, 11 Donkin St, West End QLD 4101. NDIS Provider 4050021671.

Document Version History

Version	Date	Summary of changes	Author
1.0	31 March 2026	Initial policy release	Patricia Lowmass
2.0	13 July 2026	Reformatted to OPM standard policy format; document control and review dates updated	Patricia Lowmass
3.0 DRAFT	23 September 2026	Rewritten: eligible recipients, external and emergency disclosures, identity protection, remedies, investigation procedure and penalties added.	Rehan Lowmass (Director)
3.0	24 September 2026	Approved and made live.	Patricia Lowmass (Compliance & HR Manager)

Appendix A — Summary of Penalties under the Corporations Act 2001 (Cth) Part 9.4AAA

This table is a summary only. The Corporations Act 2001 (Cth) sets the maximum penalties, which are expressed in penalty units and change over time.

Contravention	What it covers and the consequences	Who can be liable
Victimisation or detrimental conduct (s 1317AC)	Causing or threatening detriment to a person because of a belief or suspicion that they made, may make or could make a protected disclosure. Civil penalties up to the maximum under the Corporations Act and criminal penalties including imprisonment. Compensation and other court orders may also be made in favour of the person who suffered detriment.	Any person, including OPM and any Director, officer or worker
Breach of confidentiality (s 1317AAE)	Disclosing the identity of a discloser, or information likely to lead to their identification, without consent or legal authority. Civil penalties up to the maximum under the Corporations Act and criminal penalties including imprisonment.	Any person, including OPM and any Director, officer or worker
Failure to have a compliant whistleblower policy (Part 9.4AAA)	Applies to a public company, a large proprietary company or the trustee of a registrable superannuation entity. Offence under the Corporations Act. OPM is a proprietary company. Whether or not it is required to have a whistleblower policy under the Act, OPM adopts a compliant policy as good practice and to meet its NDIS obligations.	The company

OPM's own consequences for a breach of this policy, including disciplinary action up to termination, apply in addition to any penalty imposed under the law (section 18).