



So you think you may have seen something in your school that shouldn't be happening?

Not sure what to do about it?



Depending on the type of concern you have, there are different people you can, and should talk to.

## What kind of information do you have?

- Report to your supervisor, HR or Leadership Team member ASAP.
- Refer to EREA's Workplace Bullying, Discrimination & Harassment Policy & Guidelines on your school's Policy portal.
- Report to HR and/or your Deputy Principal/Head of Campus ASAP.
- Refer to EREA's Internal Grievance Policy & Guidelines on your school's Policy portal.
- Report to your supervisor,property/facilities manager or health & safety off cer ASAP.
- Refer to EREA's Health & Safety Policy and your school's Workplace Safety Program, both found on your school's Policy portal.
- Report to your School's Child Safety Off cer, Principal or Deputy Principal/Head of Campus.
- Refer to EREA's Child Safeguarding Policy & EREA's Code of Conduct, both found on your school's Policy portal.
- Refer to EREA's Code of Conduct and/or EREA's Whistleblower Protection Policy & Guidelines.
- Contact Your Call, EREA's independent whistleblower protection service provider, for a conf dential discussion on 1800 316 519.
- Report to your school's Complaints Manager or Senior Leader ASAP.
- Refer to EREA's Complaints Handling Policy & Guidelines on your school's Policy portal.
- Speak to your Principal or Deputy Principal/Head of Campus for further guidance.
- Speak to your Principal or Deputy Principal/Head of Campus.
- Your EREA Regional Director can be contacted for a conf dential discussion. Call (03) 9426 3200 to be connected.