



**Te Tēnehi o Aotearoa**

**TENNIS NEW ZEALAND**  
**PROTECTED DISCLOSURES POLICY**

**GOVERNANCE POLICY Nr 11**

**APPROVED: October 2022**

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*This policy forms part of Tennis New Zealand's governance framework.*

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## 11. Protected Disclosures Policy

- A. Openness, integrity and accountability are important to Tennis NZ and to the sport and recreation sector. This policy has been developed to ensure that people who have concerns related to the organisation or our activities are able to raise those without fear of repercussion and with the confidence that they will be addressed.
- B. This policy sets out our processes for reporting concerns and explains the protections available. It applies to board members, other officers, employees, contractors, volunteers, officials, participants and anyone else who wishes to draw concerns to our attention. This policy provides guidance rather than rules. There may be other means available to address particular concerns, either informally or formally via another policy or process.
- C. If you are uncertain about how best to address a particular concern, please report it regardless and Tennis NZ will ensure that it is addressed under this policy or otherwise as appropriate (for example, the requirements of the Anti-Match-Fixing Policy).

### 11.1 Principles of this Policy

- (1) We will provide individuals with a process for reporting their concerns
- (2) Individuals who raise concerns in good faith will not be disadvantaged
- (3) All disclosures will be addressed as appropriate

### 11.2 What sorts of concerns should be reported?

- (1) This policy applies to any concern that relates to Tennis NZ and that an individual or another organisation thinks ought to be drawn to our attention so that it can be addressed. It might for instance include concerns about:
  - (a) overt or consistently poor side-line behaviour
  - (b) match fixing or doping (*Tennis NZ has specific policies in both these areas*)
  - (c) security or health and safety
  - (d) work-related issues, which might apply to employees, contractors or volunteers
  - (e) corrupt or improper use of the organisation's, or a related organisations, money or resources
  - (f) negligence or mismanagement by someone in the organisation or a related organisation

### 11.3 Process of reporting serious wrongdoing

- (1) An individual who is concerned about a particular issue related to the organisation is encouraged to disclose that to the Chief Executive or another appropriate person within the organisation.
- (2) Who the appropriate person will be depends on the nature, seriousness, and circumstances of the issue. The person the disclosure is made to should be:
  - (a) independent of the issue
  - (b) in a position to do something about the disclosure - whether that is to refer it to the appropriate authority for further investigation or to investigate the matter on the organisation's behalf
  - (c) in a position to put in place any immediate steps that might be necessary to protect the organisation, the public or individuals likely to be affected
- (3) If there is no one within the organisation that would be appropriate to report the concern to, it may be appropriate to report it to an appropriate external authority. In considering whether it is appropriate to report to an external authority, individuals should consider whether:
  - (d) the issue is sufficiently serious to involve an external authority
  - (e) it is necessary to report the issue to an external authority because individuals high up in the organisation are or may be involved
  - (f) immediate referral to an external authority is necessary because of urgency or other exceptional circumstances
  - (g) the issue has already been disclosed within the organisation but has not been addressed within a reasonable timeframe

### 11.4 Protections for individuals reporting concerns

- (1) Individuals who report concerns in good faith and in accordance with this policy can expect:
  - (a) their disclosure to be treated in confidence by the organisation if they so request, to the extent that maintaining confidentiality is possible and appropriate
  - (b) their identity to be kept confidential if they so request, to the extent that is possible and appropriate
  - (c) to be advised if their disclosure or identity is unable to be kept confidential and to understand the reasons why (information may have to be disclosed for instance in order to properly investigate and address the disclosure)
  - (d) to be protected by the organisation from repercussions or victimisation as a result of having made the disclosure

## 11.5 Responsibilities of individuals reporting concerns

- (1) Where allegations of wrongdoing are involved, particular care should be taken. They can be very damaging for an organisation or individuals if not handled responsibly. This is especially important where the individuals concerned have not had an opportunity to respond or the individual reporting the wrongdoing does not know the full facts.
- (2) Our expectations of individuals who report concerns are that they will:
  - (a) do so in good faith – honestly and for genuine reasons
  - (b) use their judgment and discretion
  - (c) advise any concerns they have about making the disclosure or their identity being disclosed
  - (d) cooperate with any investigation into the disclosure, and provide further information where that is available and requested by the organisation
  - (e) alert the organisation promptly if they think they have been subjected to retaliatory treatment or victimisation as a result of the disclosure
- (3) If an individual makes a malicious or deliberately false disclosure, we will address the matter with the individual concerned, by way of a disciplinary or other process as appropriate.

## 11.6 Responsibilities on receiving a report

- (1) An individual within the organisation who has concerns reported to them must ensure that appropriate steps are taken following the disclosure to address the issue. The precise steps taken will depend on the nature, seriousness and circumstances of the issue disclosed.
- (2) Our expectations of individuals who have concerns reported to them are that:
  - (a) immediate steps are taken as necessary to protect the organisation, the public and any individuals likely to be affected
  - (b) the disclosure is escalated as appropriate to ensure that it is addressed promptly and appropriately
  - (c) receipt will be acknowledged and any information as to next steps will be provided, in writing (e.g. by email), within two working days of receipt

Following any such steps, our expectations are that:

- (d) the disclosure will, if appropriate, be investigated promptly and fairly, in accordance with any relevant or applicable policies and procedures of the organisation
- (e) if the concern is well founded, the issue is addressed promptly and appropriately and external agencies are notified or involved where appropriate
- (f) if the individual who has made the disclosure wishes the disclosure or his or her identity to be kept confidential, those wishes are respected to the extent possible and appropriate
- (g) if the disclosure or identity of the individual who made it cannot be kept confidential, the individual is advised of that and of the reasons his or her disclosure or identity cannot be kept confidential

### 11.7 No retaliatory or adverse treatment as a result of disclosure

- (1) Our expectation is that individuals who report concerns in good faith under this policy will be protected from retaliatory or adverse treatment as a result of the disclosure, including:
  - (a) discrimination or bias
  - (b) victimisation or harassment
  - (c) any employment disadvantage such as suspension, demotion, disciplinary action or dismissal
- (2) These expectations apply even if it turns out that there has not in fact been any wrongdoing by a particular individual or the organisation.

### 11.8 Protected Disclosures (Protection of Whistleblowers) Act 2022

- (1) The Protected Disclosures (Protection of Whistleblowers) Act 2022 continues the purpose of the Protected Disclosures Act 2000 Act, which is to facilitate the disclosure and investigation of serious wrongdoing in the workplace, and to provide protection for employees and other workers who report concerns.
- (2) Organisations have responsibilities under the Act as receivers of protected disclosures, including sometimes as appropriate authorities.
- (3) If an employee makes a protected disclosure, the Act protects the employee from retaliatory action in employment, and gives the employee immunity from civil or criminal proceedings and from any disciplinary process or other adverse consequences (as defined in the Act), by reason of having made the disclosure, *provided that*:
  - (a) the information is about 'serious wrongdoing' (see below) in or by the employer;
  - (b) the employee believes on reasonable grounds the information disclosed is likely to be true
  - (c) the employee wishes to disclose the information so the serious wrongdoing can be investigated
  - (d) the employee wishes the disclosure to be protected under the Act
- (4) A discloser is entitled to protection even if—
  - (a) they are mistaken and there is no serious wrongdoing; or
  - (b) they do not refer to the name of this Act when making the disclosure; or
  - (c) they technically fail to comply with the Act or
  - (d) they also make the disclosure to another person, as long as they do so—
    - (i) on a confidential basis; and
    - (ii) for the purposes of seeking advice about whether or how to make a protected disclosure in accordance with this Act.

- (5) The definition of serious wrongdoing in the Act includes:
- (a) an unlawful, corrupt, or irregular use of funds or resources of a public sector organisation; or private sector use of public funds or
  - (b) an act, omission, or course of conduct that constitutes a serious risk to public health or public safety or the health and safety of any individual or to the environment
  - (c) an act, omission, or course of conduct that constitutes a serious risk to the maintenance of law, including the prevention, investigation, and detection of offences and the right to a fair trial
  - (d) an act, omission, or course of conduct that constitutes an offence
  - (e) an act, omission, or course of conduct by a public official that is oppressive, improperly discriminatory, or grossly negligent, or that constitutes gross mismanagement
- (6) If an employee wishes to make a protected disclosure under the Act, the employee should disclose the information to the Chief Executive.
- (7) The employee may report the serious wrongdoing to another 'appropriate authority' as defined by the Act, at any time if the employee believes on reasonable grounds that:
- (a) the Chief Executive is or may be involved in the serious wrongdoing
  - (b) immediate reference to an external authority is justified due to urgency or some other exceptional circumstance
  - (c) there has been no action in relation to the disclosure within 20 working days
- (8) The Act clarifies the ability of the appropriate authority to decline or refer the disclosure
- (a) Under the Act an 'appropriate authority' includes:
    - (i) the Commissioner of Police
    - (ii) the Controller and Auditor-General
    - (iii) the Director of the Serious Fraud Office
    - (iv) the Inspector-General of Intelligence and Security
    - (v) an Ombudsman
    - (vi) the Parliamentary Commissioner for the Environment
    - (vii) the Independent Police Conduct Authority
    - (viii) the Solicitor-General
    - (ix) the State Services Commissioner
    - (x) the Health and Disability Commissioner
    - (xi) the head of a public sector organisation
    - (xii) a private sector body which comprises members of a particular profession or calling and which has the power to discipline its members