



2. PURPOSE AND OVERVIEW

2.1. Your concerns matter. LSHTM is committed to promoting an open environment where our community feel comfortable raising concerns about relevant laws and regulations, and/or if they consider something is unethical or potentially harmful.

3. POLICY

3.1. Whistleblowing (Public Interest Disclosure) is the term for the confidential disclosure by an individual of a concern encountered in the workplace relating to a potential wrongdoing. Examples of such wrongdoings include but are not limited to:

- general malpractice such as immoral, illegal or unethical conduct;

- gross misconduct;

- a criminal offence that has been, is being, or is likely to be committed;

- a person who has breached, is breaching, or is likely to breach any legal obligation to which they are subject to (i.e. negligence, or breach of contract);

- potential infractions of relevant regulatory requirements;

- a miscarriage of justice which has occurred, is occurring, or is likely to occur;

- a danger to the health and safety of an individual;

- inappropriate conduct has been, is being, or is likely to be deliberately concealed;

- discrimination of any kind which involves LSHTM or any employees, students;

- and/or

- any other wrongdoing which will, or may, affect LSHTM's activities or LSHTM's reputation.

3.2. This policy is not intended to cover complaints for which LSHTM has existing procedures, such as the Dignity and Respect: Anti-Bullying and Harassment Policy, Grievance Policy, Disciplinary Policy or student complaints procedure, procedures for inquiring into allegations of research misconduct and cannot be used to reconsider any matters which have already been the subject of any of the aforementioned procedures. In addition, the procedure is not intended to query strategic, academic or financial decisions taken by LSHTM; nor may it be used to reconsider any matters that have already been the subject of a formal harassment/bullying at work, grievance or disciplinary procedure.



matter, confirming the right to be accompanied. At the appeal hearing, the decisions taken during the investigation will be considered against the basis for the appeal.

4.2.6. The appeal officer will notify the whistleblower in writing of the outcome with reasons, normally within ten days of the appeal hearing. This decision will be final and there will be no further right of appeal.

4.2.7. See Annex A for Whistleblowing (Public Interest Disclosure) Process Flow Diagram

4.3.

Annex A Whistleblowing (Public Interest Disclosure) Process Flow Diagram

