It is important that this Policy accurately reflects the current situation and organisational requirements of Conciliation Resources Australia (CRA) / the South East Asia and the Pacific (SEAP) Department. It is the responsibility of the SEAP Human Resources department to review this Policy every three years or in the event of any organisational changes or statutory changes, make any updates if necessary and receive approval by the SEAP Department Director and CR Executive Director before publishing it.

CRA and SEAP are used interchangeably throughout this document. CRA is used when referring to the legal structure based in Australia and SEAP will refer to the collective department structure.

Table of Contents

Introduction 2
Definitions 3
Purpose & Scope of policy 3
Definition: Whistle blower 3
Reportable content 4
What is not covered under this policy 5
Responsibilities 5
Responsibilities of a Whistleblower: 6
Responsibilities of a Discloser Officer: 6
Confidential reporting 6
Protections & Support available to disclosers 7
When will a whistleblower be protected? 8
Who is not protected? 8
Making a Disclosure 9
How to report 9
Anonymous allegations 10
Investigation 10
Outcomes of the Investigation 11
Reporting of Outcomes 11
Untrue allegations 12
Appeal 12
Protection of files and records 12
Related policies 12
Disclosure form (anonymous) 13
Introduction

Conciliation Resources Australia (CRA) at all times conducts its business with the highest standards of integrity and honesty. It expects all employees, volunteers or consultants engaged by and acting on behalf of Conciliation Resources to maintain the same high standards in everything they do, no matter where in the world they may be working. CRA is committed to full compliance with all Australian charitable and company law as well as the International Aid Transparency Initiative standards of disclosure and transparency.

Whistleblowing is when a person connected to a company or organisation reports potential misconduct or breaches of the law by that company or organisation to an authorised person or government regulator. Whistleblowing is important because it helps to identify misconduct and potential harm to consumers, community and the organisation.

Whistleblower protection laws under The Corporations Act 2001 (Cth)\(^1\)

- encourage whistleblowers to come forward with their concerns about misconduct or breaches of the law and protect them when they make a disclosure
- promote good risk management and corporate governance, and
- promote ethical behaviour by organisations and encourage them to deal with disclosures of misconduct seriously

This policy has been put in place to ensure employees and other Disclosers can raise concerns regarding any misconduct or improper situation or circumstances of CRA (including any related entities or other departments of CRA) without being subject to victimisation, harassment, or discriminatory treatment.

CRA always conducts its business with the highest standards of integrity and honesty.

Definitions

**Discloser:** A person who makes a protected disclosure is referred to as the ‘discloser’. Often, the discloser may also be referred to as ‘Whistleblower’.

*Eligible recipient:* The list of eligible recipients is listed under ‘Disclosure officer in this policy.

**Eligible Whistleblower (also written as whistle-blower or whistle blower) or Discloser:** The definition of an eligible whistleblower is broad. It includes as many people who have a connection to a company or organisation as possible, and who may be in a position to observe or be affected by misconduct, and may face reprisals (punishment or harm) for reporting the misconduct. The list of people is in the below section ‘Purpose & Scope of policy’.

Eligible whistleblowers may also be protected from detriment under workplace laws, for example under the Fair Work Act 2009 (Cth), if by making the whistleblower report the person is also accessing a workplace right.

**Reasonable grounds:** ‘Reasonable grounds’ means that a reasonable person in the same position as the person making the disclosure would also suspect that the information shows misconduct or a breach of the law.

\(^1\) The Corporations Act 2001 (Cth) (Corporations Act) is the principal legislation regulating business entities (primarily companies) in Australia. It regulates matters such as the formation and operation of companies (in conjunction with a constitution that may be adopted by a company), duties of officers, takeovers and fundraising.
The requirement for ‘reasonable grounds’ means that vexatious and groundless claims will not be protected, but claims accompanied by a personal or other motivation, such as revenge or dissatisfaction may be allowed, provided there are reasonable grounds to suspect the information being disclosed.

**Victimisation:** As defined in the Corporations Act and the Taxation Administration Act 1953 (Cth). Victimisation means actually causing or threatening to cause a detriment (harm) to a person where the organisation (including its employees or officers):

- believes or suspects that the person has, is planning to, or could make a whistleblower report, and
- that belief or suspicion is the reason, or part of the reason, for the action that causes detriment to the person.

**Whistleblowing:** Whistleblowing requires an eligible whistleblower, with reasonable grounds to suspect improper conduct by a regulated entity, and who discloses that information directly to an eligible recipient*.

---

**Purpose & Scope of policy**

The purpose of this Whistleblowing Policy is to detail CRA to promote a culture of honest and ethical behaviour, compliance and good governance by providing a convenient and safe reporting mechanism.

This policy supports whistleblower, who in good faith and without malice, discloses information or raises concerns about alleged improper or illegal activity.

It is the responsibility of all CRA employees to understand and comply with this Policy and to follow the reporting requirements set out in this Policy.

**Definition: Whistle blower**

A person who raises concern regarding illegal and/or improper conduct that affects others. The person is not usually involved in the issue but is wanting to alert others to suspected misconduct. The alert may be raised outside of usual reporting lines or processes.

The protections in this policy apply to **Eligible whistle blower or a Discloser**, which means anyone who is, or has been, any of the following with respect to CRA:

- CRA employee (whether permanent, part time, fixed-term or temporary)
- Director or Associate or Company Secretary
- Contractor, or an employee of a contractor, who has supplied goods or services to CRA your disclosure is about, or a related company or organisation. This can be either paid or unpaid, and can include volunteers
- Consultant
- spouse, relative or dependant of one of the people referred to above
The protections in this policy will also apply to any person who has made a disclosure of information relating to CRA to a legal practitioner for the purpose of obtaining legal advice or legal representation in relation to whistleblowing protection laws\(^2\).

The aim of this policy is to detail how a disclosure may be made to ensure the discloser has protection and how each case will be handled by CRA.

**It is hoped that the procedures laid out in this policy will be followed instead of publicly disclosing concerns without the prior use of these procedures.**

The scope of the policy is concerned with the outlined reportable content below and it is not a means to question and challenge legitimate financial and business decisions taken by CRA and the policy does not seek to offer protection to employees in this instance. Nor is this policy a mechanism to raise a grievance that an individual within CRA may have which should be more appropriately handled via CRA Grievance policy and procedures.

It is however designed to provide those engaged by CRA, with a mechanism to raise concerns or disclose information to the directors or board of CRA, independently of line management, which the discloser honestly and in good faith believes show evidence of malpractice.

CRA will not tolerate any harassment or victimisation of a discloser and will treat this as a serious disciplinary breach to be dealt with under the appropriate CRA procedures.

### Reportable content

You may make a report under this policy if you have reasonable grounds to suspect that CRA, or an Associate or employee of the CRA have engaged in potential conduct or transaction ("Reportable Conduct") which:

- Involves in improper or misleading accounting or financial reporting practices;
- Is dishonest, fraudulent or corrupt, including bribery or kickbacks or other activity in breach of the CRA code of conduct;
- Is illegal activity (such as theft, violence, harassment or intimidation, criminal damage to CRA leased property, partner or donor property or other breaches of state or federal law);
- Is unethical or in breach of CRAs' policies (such as dishonestly altering our records or data, adopting questionable accounting practices or wilfully breaching CRAs' Privacy Policy or other policies or procedures);
- Is potentially damaging to CRA, a CRA employee or a third party, such as unsafe work practices, environmental damage, health risks or abuse of CRAs' property or resources; amounts to an abuse of authority;
- May cause financial loss to CRA or damage its reputation or be otherwise detrimental to CRA interests;
- Unlawful, corrupt, or unethical use of company funds or practices;
- Involves harassment, discrimination, victimisation or bullying, other than personal work-related grievances as defined in the Corporations Act 2001 (Cth) (Corporations Act), behaviour that is oppressive, discriminatory, or grossly negligent or;
- Involves any other kind of misconduct or an improper state of affairs or circumstances.

The content or subject of the disclosure can be information that shows that CRA, or an Associate or employee of the CRA, is or has engaged in conduct that:

- breaches the Corporations Act

\(^2\) The Corporations Act 2001 (Cth) (Corporations Act) and the Taxation Administration Act 1953 (Cth)
breaches other financial sector laws enforced by Australian Securities and Investment Commission (ASIC) or Australian Prudential Regulation Authority (APRA)
breaches any other law of the Commonwealth that is punishable by imprisonment for a period of 12 months, or
represents a danger to the public or the financial system

Personal work-related grievances regarding matters such as an interpersonal conflict with the Discloser and another employee or a business decision relating to an engagement, transfer, promotion, terms and conditions, suspension or termination of the Discloser’s employment typically fall outside this policy and should be raised in accordance with CRAs Grievance Policy.

An exception to this is where a personal work-related grievance is related to detrimental treatment taken against the Discloser because the Discloser has made (or is suspected of making) a disclosure under this policy, or because the Discloser proposes to (or could) make a disclosure under this policy.

What is not covered under this policy

If the report of misconduct is solely about a personal grievance an employee is having in the workplace, this policy won’t apply.

Examples include:

- an interpersonal conflict between employees
- a decision relating to an employee's engagement, transfer or promotion
- a decision relating to the terms and conditions of an employee's engagement, or
- a decision to suspend or terminate an employee’s engagement, or otherwise to discipline them.

Responsibilities

CRA relies on its employees and Disclosers to maintain its culture of honest and ethical behaviour. To this end, it is expected that any Discloser who becomes aware of Reportable Conduct will make a formal report.

Reporting a Potential Misconduct, employees are encouraged to report their concerns to their line manager to seek an immediate response. Where the employee believes this is not appropriate, then an alternative reporting mechanism is available. Where you believe this is not appropriate given the circumstances, then the matter can be reported directly via confidential reporting or anonymous allegations.

Responsibilities of a Whistleblower:

- Whistleblowers must have ‘reasonable grounds’ to suspect conduct including misconduct or an improper state of affairs.
- The ‘eligible whistleblower’ must disclose the information to one of the eligible recipients, who are authorised to receive whistleblower disclosures.
- Keeping the information confidential and only disclosing it to one of the eligible recipients, who are authorised to receive whistleblower disclosures.
Responsibilities of a Discloser Officer:

When receiving disclosures, being responsible for:

- Adherence to this policy and maintaining high standards of integrity & confidentiality. There are serious monetary and non-monetary consequences to the organisation if there is a breach of confidentiality.
- Determining whether the report falls within the scope of the Policy
- Examining the discloser and/or co-operator's immediate welfare and protection needs and, where that person is an employee, fostering a supportive work environment
- Making sure the disclosure is received in private, away from the workplace if necessary.
- Receiving disclosures verbally or in writing, and recording verbal disclosures in writing if the whistle blower has consented.
- Forwarding disclosures and supporting material in a secure way and in a timely manner to the as per the ‘How to report’ section in this policy.
- Taking necessary steps to ensure the identity of a person who has made a disclosure is kept confidential.
- Do not disclose the identity of the whistle blower to another disclosure officer(s) unless the whistle blower has consented to it in writing.
- Do not disclose the identity of the person who the disclosure is about, unless an exception applies.
- Remind the discloser not to reveal themselves or give out information that would enable others to identify them as a discloser.
- Make sure that hardcopy and electronic files relating to the disclosure are kept in accordance with this policy and are accessible only to those who are involved in dealing with the disclosure.
- Making recommendations about how to implement the strategy concerning how reported misconduct can be stopped, prevented, or mitigated in future.

Confidential reporting

CRA will treat all disclosures under this policy as confidential and treat them in a sensitive way.

However, CRA may face difficulties investigating or internally addressing or correcting the misconduct unless the discloser provides some approval for the CRA to use their information. If that’s the case CRA will reach out to the discloser beforehand to get their consent in writing.

In the event the disclosure is about a named individual, the person named will be informed of the disclosure, and the evidence supporting the disclosure. The named individual will be allowed to respond before any investigation is concluded. The point at which the named individual who is the subject of the disclosure is informed of the disclosure will depend on the nature of that disclosure. If the nature of the disclosure against a named individual is sufficiently serious, the most appropriate immediate action may be to suspend the named individual, on full pay, until such time as the disclosure is fully and appropriately investigated. This suspension may be before the named individual has had a chance to respond to any disclosure made. Protection of all staff and Conciliation Resources is paramount in all cases.
All reasonable steps will be taken to protect a Discloser’s identity following a report of any matter that is considered Reportable Conduct. CRA will keep a whistleblower’s identity and information confidential, unless they provide us with consent to disclose their information.

Information about a Discloser’s identity and information that is likely to lead to the identification of the Discloser may be disclosed when legally required in the following circumstances:

- where the information is disclosed to ASIC (Australian Securities and Investments Commission), APRA (The Australian Prudential Regulation Authority), or AFP (the Australian Federal Police).

- where the information is disclosed to a legal practitioner for the purpose of obtaining legal advice in relation to the operation of applicable whistleblowing protection laws, or

- where the Discloser consents.

All information, files and records that form part of an investigation into Reportable Conduct will be retained securely.

If CRA is disclosing the whistleblower’s identity with their consent, this consent must be very clear including any limits that might apply to the consent. If the consent is not clear, CRA will clarify how the whistleblower wishes their identifying information to be treated as soon as practicable after receiving the whistleblower’s report.

Protections & Support available to disclosers

The whistleblowing protection laws protect a person who makes a whistleblower report from certain legal actions related to making the whistleblower report, including:

- criminal liability (the whistleblower report can’t be used against the whistleblower in a prosecution, unless the report is false)
- civil liability (the whistleblower can’t be sued for breach of an employment contract, duty of confidentiality, or other contractual obligations that it owes to its employer), and
- administrative liability (this means disciplinary action cannot be taken against the whistleblower purely for making a report) Note - this immunity from legal action doesn’t protect the whistleblower if that person was involved in the misconduct that has been reported in the whistleblower disclosure.

Note - this immunity from legal action doesn’t protect the whistleblower if that person was involved in the misconduct that has been reported in the whistleblower disclosure.

When will a whistleblower be protected?

For a disclosure to attract the protection of the whistleblower laws, whistleblowers must have ‘reasonable grounds’ to suspect conduct that qualifies for protection under the Corporations Act or the Taxation Administration Act 1953 (Cth), including misconduct or an improper state of affairs in relation to CRA.

A Discloser will not be subject to any civil, criminal, or disciplinary action for making a report that is covered by this policy, or for participating in any subsequent investigation by CRA.
CRA will not tolerate any retaliation against any Discloser. Retaliation occurs where a person causes or threatens detrimental treatment to another person because of making a report of Reportable Conduct. Detrimental treatment may include, but is not limited to:

- unfair dismissal
- injury of an employee in their employment
- alteration of an employee’s position or duties to their disadvantage
- discrimination between an employee and other employees of the same employer
- harassment or intimidation of a person
- threatening a supplier or a contractor’s contract or their business arrangements because they reported or suspect that they reported misconduct.
- you can’t be charged with a criminal offence for reporting misconduct
- any kind of damage to a person's property or reputation or business or financial position or any other damage.

Detrimental treatment by any employee will be deemed a serious breach of this policy and may result in disciplinary action up to and including termination of employment. Retaliatory conduct may also attract civil or criminal liability.

CRA will connect the Discloser with internal and external support providers as necessary.

CRA will not sack you, demote you, discriminate against you, or harass or intimidate you because you reported misconduct or your employer suspects you reported misconduct.

Who is not protected?

Not all people making a complaint about the company or organisation are whistleblowers, which means they will not be protected under the Corporations Act (or the Taxation Administration Act 1953 (Cth)).

People who are not protected include:

- a former or current employee making a personal employment or work-related complaint (this can include a complaint about a personal problem or dispute they have with a colleague, a complaint about a decision relating to their employment like not being promoted, being suspended or fired, or other work conditions). However, some of these types of disclosures can be protected, for example, the disclosure will be protected if the information has significant implications for the company or regulated entity,
- competitors of CRA (ie. working in the same sector or industry), or
- customers or clients of CRA. These people may have rights under other laws but will not be able to use the whistleblower protections in the Corporations Act.

Making a Disclosure

The board of CRA has a statutory responsibility for the good governance of CRA and any disclosure should initially be made to the designated person (Disclosure officer as per this policy).

The Disclosure officer is one of the following:

- The SEAP Operations Director
- The SEAP Department Director in their capacity of Chair of the board of CRA.
- The Chief Operation Officer of CRUK, who will inform the chair of CRUK if deemed appropriate.
The SEAP Operations Director will inform the SEAP Department Director with the consent of the discloser.

**Note:** If the matter is determined not to be a criminal matter, the SEAP OD will not manage the department’s involvement in the investigation, and will refer the matter through the appropriate internal channels for resolution.

If the disclosure contains an allegation against the SEAP Operations Director, the disclosure should be to the SEAP Department Director.

If the disclosure contains an allegation against the SEAP Department Director or the discloser do not want the matter to be handled by SEAP, the disclosure should be made to the Chief Operations Officer of CRUK.

If a Discloser is unable to use the above reporting channel, the ‘eligible whistleblower’ must disclose the information to one of the following recipients, who are authorised to receive whistleblower disclosures:

- the external auditor or a member of the audit team (Accru Melbourne; https://accrumelb.com.au/);
- Directors or Senior Managers;
- the Australian Securities and Investments Commission (ASIC);
- the Australian Prudential Regulation Authority (APRA), or
- a legal practitioner for the purpose of obtaining legal advice or legal representation in relation to the operation of the whistleblower provisions in the Corporations Act

### How to report

Anyone who is covered in the purpose and scope of this policy must inform the Eligible Recipient/Disclosure officer that they wish to make a report under this policy and should make a report to the Disclosure officer as outlined above. They will act as a Disclosure officer and carry out investigations.

Information can be provided in any format. Claims made in conversation should be documented by the Disclosure officer receiving the claim. The record of conversation should be signed by the whistleblower to verify it is a true account.

Any information shared about the allegations raised by a whistle-blower will be de-identified to protect the whistleblower and stored securely while the matter is examined.

The whistle-blower can report directly via telephone or email to:

- SEAP OD at mkindred@c-r.org
- SEAP DD at coloole@c-r.org
- Chief Operation Officer of CRUK at thansen@c-r.org

If a written disclosure is made by email, it should only be sent to the email address of the person to whom the disclosure is being made, rather than a group email, or copying others to the email.

All phone calls and meetings in relation to a protected disclosure must be conducted in private.

In private means that the person making the disclosure reasonably believes that the only people who are present or able to listen to the conversation are themselves, a person authorised to receive the disclosure and a lawyer (if any) representing the discloser.
Anonymous allegations

While you must hold or have held one of the roles mentioned in the ‘Purpose and Scope of this policy’ to access the protections, you do not have to identify yourself or your role, and you can raise your concerns anonymously.

A whistleblower may provide their name and contact details, but may also choose to remain anonymous.

CRA encourages individuals to put their name to any disclosure to aid openness and discourage the fear of reprisal. If an anonymous disclosure is made it often has less power and is more difficult to address. However, the disclosure may still be investigated, at the discretion of the Disclosure officer, and in exercising their discretion they will consider:

- The seriousness of the content of the disclosure.
- The credibility of the disclosure.
- The likelihood of confirming the disclosure from alternative and credible sources

You can report your concerns anonymously and still access the whistleblower protections. For anonymous reporting email disclosure@c-r.org and the Disclosure officer will be assigned accordingly or use the ‘Discloser form’ of this policy which will directly go to the Operations Director. Emails to disclosure@c-r.org will go to SEAP Operations Director and CRUK Chief Operating Officer. Alternatively you can use the anonymous google form which can be found at google form, this will go to both the SEAP Operations Director and CRUK Chief Operating Officer.

You can also report in writing a letter to CRA at 552 Victoria Street, North Melbourne, Victoria 3051, Australia by addressing it as ‘Confidential/Classified’ and ‘to be opened by addressee only’.
If the addressee’s name is not mentioned, the letter will be handed over to SEAP DD.

Investigation

The conduct that has been disclosed by the whistleblower should be investigated in a way that doesn’t identify the whistleblower as the source of the information.

The Disclosure officer overseeing the investigation or working on the issue raised by the whistle-blower will keep the whistle blower and all other parties informed about the process and the outcome of the investigation where permitted. If the matter is investigated by an external organisation or referred to police or another investigating body, there may be limits on what information can be shared. In this case, involved parties will be advised of any limitations on the release of information.

The Disclosure officer will consider the information provided by the discloser and will decide whether there are grounds for further investigation.

If the Disclosure officer considers that there are no grounds for proceeding with an investigation, the discloser has the right to remake the case following feedback from the Disclosure officer, please see Reporting of Outcomes below.

Should the organisation decide that an internal investigation is required, care must be taken to protect the integrity of any evidence and the usual internal investigation process should be
followed. Investigations will be confidential, fair and objective. The Code of Conduct applies at all times.

If the Disclosure officer considers there are grounds for proceeding with an investigation, the Disclosure officer will decide:

- Who should undertake the investigation.
- What form the investigation should take. This may be –
  - An internal investigation.
  - An investigation after referral to the police.
  - Calling for an independent inquiry.
- Using an existing Conciliation Resources procedure.

Where the disclosure is to be handled internally, the Disclosure officer may, with the Discloser’s consent, ask another appropriate CRA board member to carry out an initial investigation to establish all the relevant facts, gather the relevant information and report to the Disclosure officer their findings. As the Disclosure officer must decide what action should be taken on the basis of the report, the Disclosure officer should not be part of the investigation and remain removed from it. The internal investigation should be conducted with appropriate haste, and should take no more than three weeks from the date of the initial disclosure to the Disclosure officer.

If the Disclosure officer considers that there is a case for taking the investigation of the disclosure further than an internal investigation, the Disclosure officer will decide the procedures for doing so which may involve a referral to the police or other external authority. In any investigation carried out under this policy as a result of a disclosure, both the discloser and any person against whom a disclosure has been made are entitled to be accompanied by their person of their choice when they are being interviewed by the investigation.

Where a report is submitted anonymously, CRA will conduct the investigation and its enquiries based on the information provided to it.

Outcomes of the Investigation

Following receipt of the internal report of the investigation, the Disclosure officer may:

- Use the appropriate Conciliation Resources procedure.
- Refer the matter to the police of another interested external body.
- Review and modify appropriate policies and / or procedures.
- Make an instruction or recommendation to an employee.
- Take no further action.

Reporting of Outcomes

The Disclosure officer, subject to any data protection restrictions, will inform the discloser in writing of what action, if any, will be taken as a result of the investigation. CRA will endeavour to reply to the allegations, however, due to privacy restrictions and/or the integrity of any investigation, feedback may not always be provided. If no action is to be taken the discloser should be informed of the reasons why.

Untrue allegations

If a disclosure is made which is not confirmed by a subsequent investigation, no action will be taken against the discloser provided they held a genuine concern and were not acting maliciously. CRA will seek to ensure that the discloser does not suffer any reprisal.
If an individual is making malicious or vexatious allegations they may face disciplinary action, particularly if the discloser persists in making the allegations when they have been appropriately investigated and declared without foundation.

At any stage during an investigation, a disclosure can be declared malicious or vexatious.

**Appeal**

If no action is to be taken, the discloser may, within 14 calendar days of receipt of the notification from the Disclosure officer, submit a written request to the Chair of the board of CRA requesting the decision to be reviewed and the reasons why a review is appropriate. The Chair will have absolute discretion to decide an appropriate form of action based on a thorough review of everything that has gone before.

**Protection of files and records**

A record of all disclosures and of any subsequent actions, will be maintained by the Disclosure officer for a period of three years from the date of the first disclosure.

Disclosers are assured that a release of information, in breach of this policy, will be regarded as a serious matter and will be dealt with under CRA’s disciplinary procedures.

It is SEAP OD’s responsibility to log the incident in the Fraud register as per Appendix 2 of the Anti-Fraud, Anti-Bribery and Anti-Corruption Policy. The name of the discloser will remain confidential and anonymous in the Fraud register.

**Related policies**

There are a number of related policies, including:

- Anti-Fraud, Anti-Bribery and Anti-Corruption Policy
- Conflict of Interest and Reporting of Gifts
- Disciplinary and Dismissal Policy and Procedure
- CRA Grievance policy and procedures
- Data Protection policy
- Data Breach policy
- Risk Management policy
- Recruitment policy
- Code of Conduct
- Keeping People Safe policy
- All Global finance policies, such as Procurement of Goods and Services policy, Travel and Expenses policy, policy on allocation of unrestricted funds.
Disclosure form (anonymous)

You can use this form to disclose serious concerns anonymously, in accordance with the CRA Whistleblowing Policy

"Anonymous Allegations

Conciliation Resources Australia encourages individuals to put their name to any disclosure to aid openness and discourage the fear of reprisal. If an anonymous disclosure is made it often has less power and is more difficult to address. However, the disclosure may still be investigated, at the discretion of the designated person, and in exercising their discretion they will consider:

• The seriousness of the content of the disclosure.

• The credibility of the disclosure.

• The likelihood of confirming the disclosure from alternative and credible sources"

Messages submitted through this form will be sent to the SEAP Operations Director. The messages will not be marked with a name, username or other identifying information.

If you do not wish to be anonymous, you should include your name and contact details in the form, or email disclosure@c-r.org

Emails to disclosure@c-r.org will go to SEAP Operations Director and CRUK Chief Operating Officer.

Your message (below):

__________________________________________________________________________