



Whistle blowing policy

The University is committed to the highest possible standards of openness, probity and accountability. In line with that commitment CUZ expects its employees, and others parties that deal with the University, to raise any concerns that they may have about any aspect of the University and or breach of ethics. Employees who offer this information will not be victimized, discriminated against or disadvantaged.

The Whistleblowing Policy provides the University's procedures for reporting and investigating disclosures by employees. The Policy makes provision for staff or students or anyone contractually connected with the University to raise concerns about serious malpractice within the University and to do so with the knowledge that their action will be viewed positively and that they will be protected from victimization.

The kind of concerns that should be reported include: actual or suspected criminal offences, failure to comply with legal obligations, serious health and safety risks, damage to the environment, academic malpractice, financial and procedural irregularity, deliberate suppression or concealment of any of these.

The policy applies to all employees, students, and those providing services under contract to the University.