



OLYMPIC COUNCIL OF MALAYSIA (OCM)

WHISTLEBLOWING POLICY

15 JUNE 2019



OBJECTIVE OF BRIEFING



Understand the ultimate objective of this Policy

Able to identify what are Reportable Conducts and what do not fall within the ambit of a Reportable Conduct

Aware of the general guide on reporting a Reportable Conduct

Familiar with their fundamental rights and responsibilities under this Policy

Understand and appreciate the consequences of non-compliance with this Policy

Be responsible to facilitate the effective implementation of this Policy

OBJECTIVE



[REGULATORY SIGNIFICANCE

- ❑ Whistleblower Protection Act 2010 enacted in accordance with Malaysia's obligations under the United Nations Convention against corruption.
- ❑ Enforced on 15 December 2010.
- ❑ Serves as an external reporting system enabling employees within an organization to report any illegal or unethical practices encountered within their workplace.
- ❑ Provides whistleblowers with legal protection and protection from being penalized or dismissed by their employers.





[POLICY STATEMENT

- ❑ The OCM advocates and promotes good governance, values of trustworthiness, transparency and accountability. It aims to achieve and maintain high standards with regard to behavior in sports and in all its working practices.
- ❑ The OCM is committed to incorporating ethical and sustainable values and to develop a culture where inappropriate behavior and conduct at all levels is not tolerated and may be challenged appropriately



WHAT IS WHISTLEBLOWING?



"Remember the good old days when it was a suggestion box?"

- ❑ Whistleblowing is an act of voluntary disclosure/reporting for further action of any improper conduct committed or about to be committed.
- ❑ It encourages disclosure in good faith by providing convenient and safe disclosure mechanisms and protection.



WHY HAVE A WHISTLEBLOWING POLICY?

Concerns investigated upon expeditiously

Alert factor

Combat corrupt, dishonest or improper corporate activities

Confidence to whistleblowers - kept in the loop

Nurture good organizational culture

Develop culture of openness, transparency, accountability and integrity

Encourage a transparent management system



WHO CAN WHISTLEBLOW?

- ❑ Athletes
- ❑ Coaches
- ❑ Technical leaders
- ❑ Employees and officials of the OCM and NSAs.

Any reports received from other parties, shall be weighed by the Designated Whistle Blowing Officer for its substantiveness, truth and impact on OCM and/or their NSAs, prior to determining whether to proceed with the necessary investigations thereon.





WHAT ARE THE REPORTABLE CONDUCTS?



An allegation of any improper and illegal conduct or serious sports integrity breaches that might reasonably be expected or be perceived to cause offence, harm or humiliation to another.



WHAT IS **NOT** WHISTLEBLOWING?



Answering standard questions

Providing information

Giving assurance

Offering explanations

Questioning financial or business decisions taken by OCM

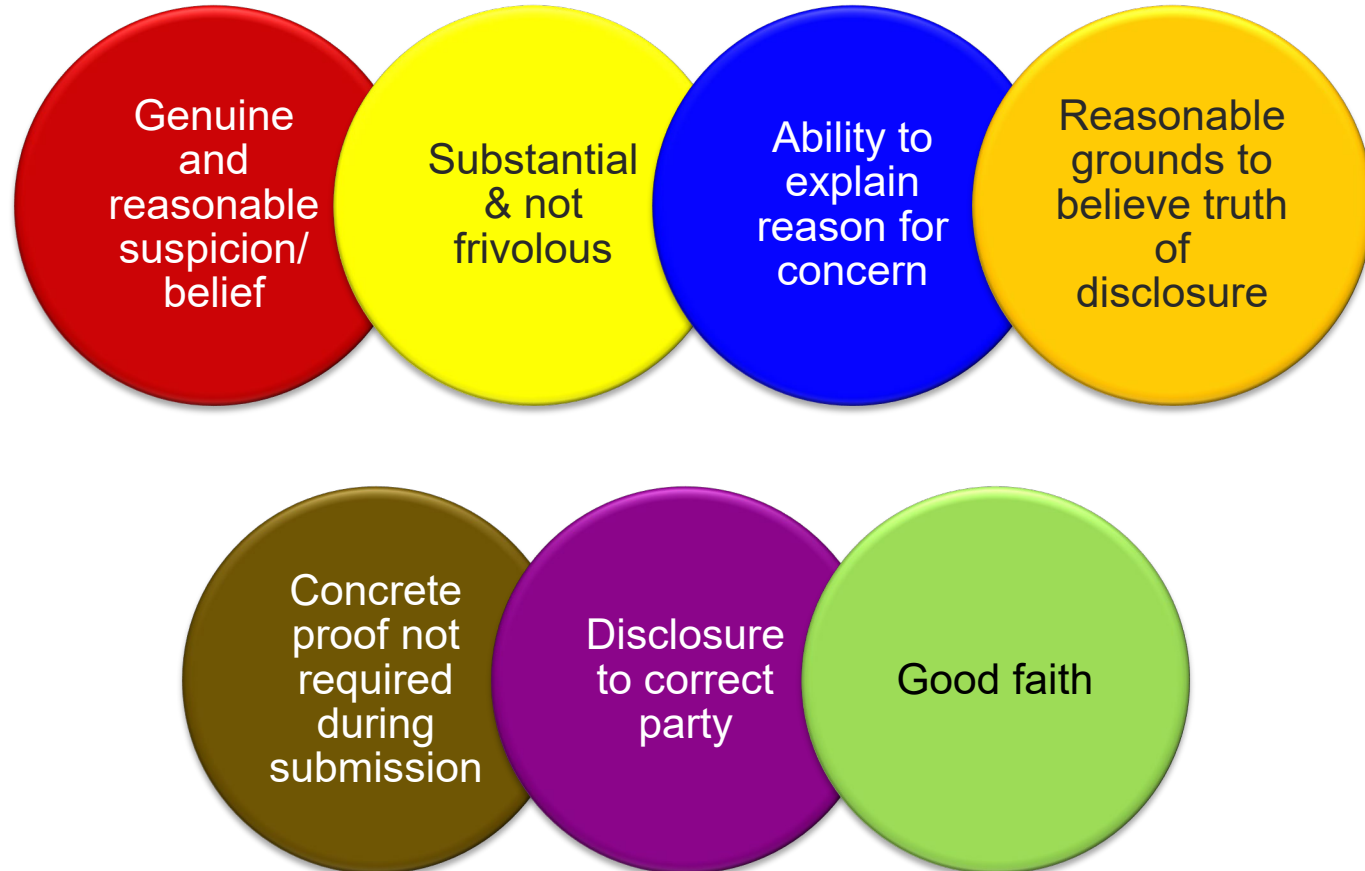
Complain / Report on bullying, interpersonal grievance at work

Complain on grievances on terms of employment

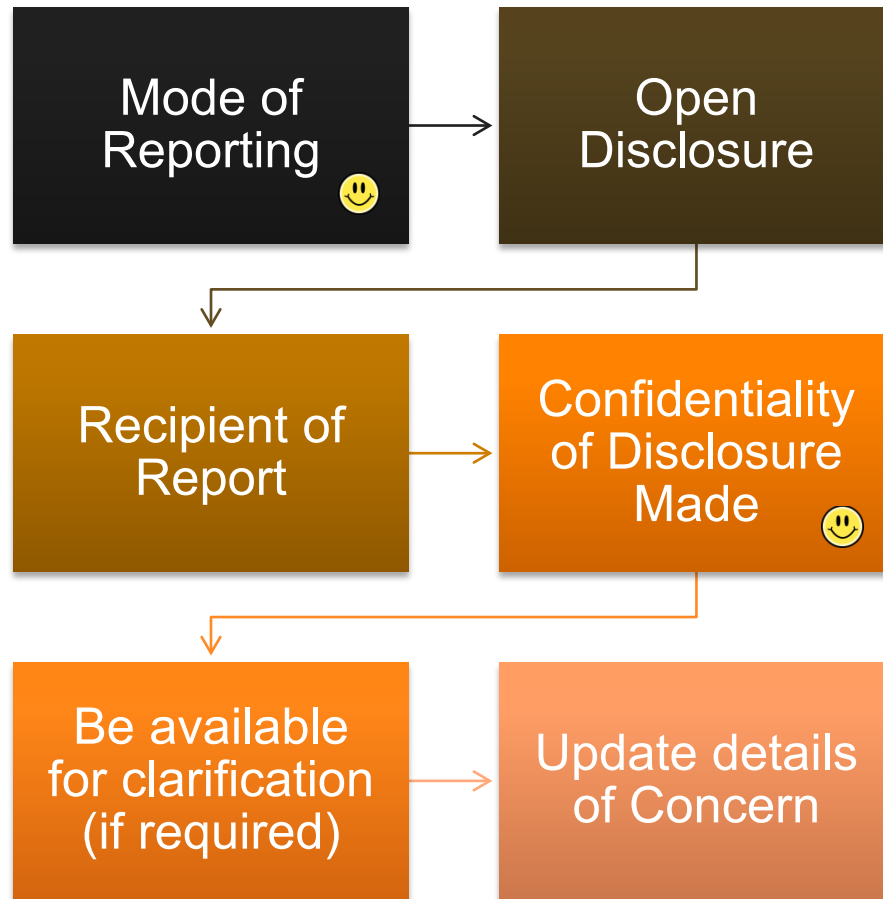
Complain over minor or general administrative operations issues



WHAT ARE THE CRITERIA FOR A REPORT?



REPORTING A CONCERN





SAFEGUARDS TO WHISTLEBLOWERS

Confidentiality of identity

Protection from
retaliation

No adverse employment
action

SUBJECT TO

Genuine and reasonable suspicion/ belief

Good faith

Reasonable grounds to believe truth of
disclosure

Substantiated and not frivolous

No involvement of the whistleblower in the
subject matter of disclosure





WHAT ARE THE CONSEQUENCES OF MALICIOUS REPORTS?



Lose of rights & protection



Internal disciplinary action



WHAT ARE THE CHANNELS TO WHISTLEBLOW?



Link at OCM Website



Email to

whistleblowing@olympic.org.my



Mail to

To: Designated Whistleblower
OR Chairman of the Legal, Advisory,
Rules & Disciplinary Committee
(*whichever applicable*)
Olympic Council of Malaysia



Thank
You.