Title: Whistleblowing Policy

Code: GU-PL70WBP

Version: 2.1

Date of Issue: 2023

Effective Date: July 2023

Approval Authority: Board of Trustees

Document Owner: Vice President for Academic Affairs

Next Review Date: June 2027

Review: The policy is subject to a periodic review every no later than June 2027 or in a shorter cycle as per amendments to University Policies

1. Purpose

The purpose of this policy is to promote an environment and culture of openness, probity and accountability where staff and students feel secure to raise concern about any wrongdoing or malpractices harming the wellbeing and reputation of the university.

2. Scope

This document applies to all staff and students at Gulf University related to the genuine concerns other than issues covered within Staff Complaints and Grievance Procedures and Students Complaints and Grievance Procedures.

3. Acronyms

GU	Gulf University
HOD	Head of the Department
UPDRC	University Policy Development & Review Committee

4. Definitions

Disclosure: It includes raising genuine concerns for the public interest.

Confidentiality: This ensures that information is accessible only to those authorized to have access to use.

Whistleblower: Whistleblower is an individual who raises a concern for any potential threat or malpractice.

5. Policy Statement

5.1 GU encourages staff and students to raise concern about suspected wrongdoing in the university as a serious concern at the earliest opportunity.

5.2 GU commits to investigate any such potential threat of malpractices disclosed by the whistleblower (staff or student) for public interest or broader perspective of the university.

5.3 GU is committed to protect the interest and confidentiality of the whistleblower such that no retaliation takes place due to his/her disclosure of genuine concern.

5.4 GU ensures appropriate reporting, investigation and action of the raised concern with appropriate evidence.

5.5 GU commits to allow staff and student to disclose information about wrongdoing in any of the following cases: financial fraud, corruption, bribery, coercion, miscarriage of justice, any act leading to endangering environment, unethical conduct including academic malpractice, any activity impacting health and safety issues negatively, breach of legal obligation, wrongful conviction.

5.6 GU ensures not to harass any individual for the raised concern which has been done in good faith as legitimate complaint even if they prove to be mistaken.

5.7 GU is committed to take action against the person with malicious intention to victimize any colleague in the name of whistleblowing.

5.8 GU commits to highest standards of quality, integrity, openness and to treat all such cases of disclosure seriously in consistent manner in protecting the wellbeing of the university.

5.9 GU ensures that any disclosure must be substantiated with facts or evidence implying that mere opinion, rumor or suspicion might lead to baseless allegation.

5.10 Gulf University ensures that matters related to dignity and respect, discipline and grievances, misconduct in research are not part of the disclosure.

5.11 GU commits that staff and student should communicate formally with Vice President for Academic Affairs to raise concern about suspected wrongdoing at the university who is responsible to consider the matter for further investigation involving relevant parties.

6. Responsibilities

Academic and administrative staff are responsible for:
- appropriate implementation of this policy.

Heads of Departments are responsible for:
- ensuring that all faculty members are fully informed of this policy.

- appropriate implementation of this policy.

Students are responsible for:
- appropriate implementation of this policy.

University Policy Development and Review Committee is responsible for:
- systematic review of the effectiveness of this policy.

7. Related Policies
- Communication Policy

8. Related Procedures
- Communication Procedures

9. Related References and Standards

BQA	Institutional Reviews Handbook
BQA	National Qualifications Framework Handbook
BQA	Programs-within-College Reviews Handbook
HEC	Institutional Accreditation Standards Handbook