

Pakistan Islamia Higher Secondary School
Sharjah, UAE
Whistle blow Policy



Whistleblowing Policy

1. Purpose:

- The purpose of this policy is to establish a framework for employees and other stakeholders to report concerns about unethical, illegal, or inappropriate activities within Pakistan Islamia Secondary school.

2. Scope:

- This policy applies to all employees, contractors, volunteers, students, and any other individuals associated with Pakistan Islamia secondary school.

3. Definition of Whistleblowing:

- Whistleblowing refers to the act of reporting suspected wrongdoing, misconduct, or unethical behavior within the school.

4. Reporting Mechanism:

- Pakistan Islamia Higher secondary school encourages individuals to report concerns through established channels such as:
 - Direct reporting to a supervisor or manager.
 - Utilizing a designated whistleblowing hotline or email address.
 - Reporting to the [BMC Team Whistleblowing Reports].

5. Confidentiality:

- Pakistan Islamia Higher secondary school is committed to maintaining confidentiality to the extent allowed by law. Reports will be handled discreetly, and the identity of the whistleblower will be protected to the extent possible.

6. non-retaliation:

- Pakistan Islamia Higher secondary school prohibits any form of retaliation against individuals who make good faith reports. Any retaliation will be subject to disciplinary action, up to and including termination.

7. Investigation Process:

- Upon receiving a whistleblowing report, BMC team will initiate a prompt and thorough investigation. The findings will be reported to appropriate management for further action.

8. False Reporting:

- Knowingly making false accusations or providing misleading information may result in disciplinary action.

9. Protection for Whistleblower:

- Pakistan Islamia Higher secondary school is committed to protecting whistleblowers from adverse actions as a result of their reporting. Whistleblowers should immediately report any perceived retaliation.

10. Communication and Training:

- Pakistan Islamia Higher secondary school will communicate this whistleblowing policy to all stakeholders and provide training on its provisions.

11. Periodic Review:

- This policy will be periodically reviewed to ensure its effectiveness and relevance.

12. Compliance with Applicable Laws:

Pakistan Islamia Higher secondary school will ensure that this whistleblowing policy complies with all applicable local, state, and federal laws.