



Heroes and Heroines CIC



Heroes and Heroines Community Interest Company

Heroes and Heroines CIC Whistleblowing Policy

Introduction

Heroes and Heroines CIC (Community Interest Company) is committed to maintaining the highest standards of integrity and ethical behaviour in all our activities. We value the contributions of our participants, and volunteers and we recognize the importance of providing a safe and respectful environment for everyone involved in our Live Action Role-Playing (LARP) events and activities.

This Whistleblowing Policy is designed to provide a framework for reporting concerns about misconduct, unethical behaviour, or any other wrongdoing within Heroes and Heroines CIC, its events or the company. We encourage all individuals associated with our organisation to report any concerns they may have in good faith and without fear of retaliation.

Scope

This policy applies to all participants, volunteers, contractors, and anyone else associated with Heroes and Heroines CIC. It covers any concerns related to the organisation's operations, finances, participants' safety, and ethical conduct.

Reporting Procedure

Heroes and Heroines CIC is committed to providing multiple avenues for reporting concerns or wrongdoing. You may choose any of the following methods to make a report:

1. **Direct Reporting:** You can report your concerns directly to a member of our leadership team, such as the Coordinator Team, Event Referee Team, or Board of Directors.
2. **Anonymous Reporting:** You may submit an anonymous report through our designated whistleblower email address. We respect your



anonymity and will take steps to protect your identity, as permitted by law.

3. **Third-Party Reporting:** You have the option to report concerns to a trusted third party, such as a legal representative, who can then contact Heroes and Heroines CIC on your behalf.

What to Report

You should use this reporting mechanism to report any concerns about:

- Unethical conduct
- Fraud
- Misappropriation of funds
- Discrimination or harassment
- Safety violations
- Violation of event rules or policies
- Any other conduct that could harm our participants or damage the reputation of Heroes and Heroines CIC.

Protection from Retaliation

Heroes and Heroines CIC will not tolerate retaliation against anyone who reports a concern in good faith. Retaliation is a violation of this policy and will result in disciplinary action, up to and including termination or legal action, if appropriate.

Investigation Process

Upon receiving a report, Heroes and Heroines CIC will conduct a prompt and thorough investigation. We will maintain confidentiality to the extent possible while conducting the investigation, taking into consideration the nature of the report and legal requirements.

Resolution and Follow-up

Once the investigation is complete, appropriate action will be taken. If wrongdoing is confirmed, corrective actions will be implemented, which may



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include disciplinary measures, legal action, or changes in organisational policies and practices.

Non-Malicious Reports

Heroes and Heroines CIC understands that reports may be made in good faith, even if they do not ultimately reveal wrongdoing. Reporting in good faith will not result in any adverse consequences.

Policy Review

This Whistleblowing Policy will be reviewed periodically to ensure its effectiveness and relevance. Any necessary updates will be made to maintain its integrity.

Contact Information

To report a concern, please use one of the following methods:

- whistleblowing@heroesandheroines.org
- Whistleblowing, Heroes and Heroines CIC, 22 The Village, Powick, Worcester, WR2 4QR

Thank you for your commitment to maintaining the highest standards of ethics and safety within Heroes and Heroines CIC. Your willingness to report concerns helps us create a positive and inclusive LARP community for everyone.