



# RHODES UNIVERSITY

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## RHODES UNIVERSITY HUMAN RESEARCH ETHICS COMMITTEE

### SOP 3.4 PROTECTION OF WHISTLEBLOWERS

| Approved by:                    | Name                        | Signature | Date       |
|---------------------------------|-----------------------------|-----------|------------|
| Human Research Ethics Committee | Dr Janet Hayward<br>(Chair) |           | 26/02/2024 |
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| VC Legal Unit                   | Mr Ismail Amojee            |           | 12/06/2024 |
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COMPILED BY Dr Janet Hayward, (Chair of RU Human Research Ethics Committee).

DOCUMENT HISTORY  
Version 1.0 (February 2024)

## **PROTECTION OF WHISTLEBLOWERS**

### **1. Purpose**

The purpose of these guidelines is to clearly define how whistleblowers will be protected.

### **2. Definition of whistleblowing**

Whistleblowing is the activity of a person, often an employee, revealing information about activity that is deemed illegal, immoral, illicit, unsafe, or fraudulent.

### **3. Reporting of suspected unethical conduct**

Whistleblowers can use a variety of internal or external channels to communicate information or allegations. Procedures for the reporting of suspected or alleged unethical conduct are clearly defined in SOP 3.2 PROCEDURES FOR REPORTING ALLEGATIONS OF UNETHICAL RESEARCH PRACTICE.

### **4. Protection of Whistleblowers**

5.1. A variety of measures are provided to ensure that the anonymity of whistleblowers is not compromised. Whistleblowers will be protected as follows:

- 1) Enabling anonymous reports.
- 2) Multiple channels of whistleblowing including submission of reports online, over the phone to an agent, or in person.
- 3) Whistleblowers can decide whether they require follow-up communication.

### **5. Effective date of this SOP**

26<sup>th</sup> February 2024 with the next revision date being 26<sup>th</sup> February 2027, or as deemed necessary by a quorate meeting of RU-HREC.