

27/08/2023



## Whistleblowing Policy

KGB Executive Committee



## Whistleblowing Policy

KICKBOXING GB is committed to high standards of ethical, moral, and legal business conduct. KICKBOXING GB is further dedicated to acting in good faith toward those individuals who raise concerns regarding incorrect financial reporting, unlawful activity, or otherwise improper conduct.

This Policy aims to provide to the persons subject to the KICKBOXING GB statutes, bylaws, articles, constitutions of KICKBOXING GB; including but not limited to, the KICKBOXING GB President, the Executive Committee members, Sub-Committee Members, Competition Officials, Referees and Judges, Coaches and Athletes, KICKBOXING GB Employees including part-time, temporary and contract employees and other organisation volunteers, with an avenue for raising such concerns, and to reassure such persons that they will be protected from reprisal or victimisation as a consequence of reporting alleged wrongdoings.

The KICKBOXING GB Whistleblower Policy elaborates on the procedures and safeguards of the confidential reporting scheme in reference to KICKBOXING GB Code on the Prevention of the Manipulation of Competitions.

### Statement of Policy

KICKBOXING GB encourages all to come forward with credible information on illegal practices or violations of adopted organisation policies. KICKBOXING GB expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation against an individual who raises or threaten to raise suspected violations of law, cooperates in inquiries or investigations, or identifies potential violations of KICKBOXING GB policies. Individuals who engage in retaliation will be subject to discipline, up to and including termination.

### Safeguards

*Harassment or victimisation* – KICKBOXING GB will not tolerate the harassment or victimisation of any person who raises or threatens to raise concerns under this policy. Any individual who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report such incident as described in the Reporting paragraph on page 2 of this policy.

*Confidentiality* – KICKBOXING GB will make every effort to treat a complainant's identity with an appropriate regard for confidentiality, with the understanding that the details of complaints may need to be shared with others in order to properly investigate such complaints.

*Anonymous allegations* – Because a thorough investigation often depends on an ability to gather additional information, KICKBOXING GB encourages complainants to put their names to allegations of wrongdoing. KICKBOXING GB will explore anonymous allegations to the extent possible but will weigh the prudence of continuing such investigations against the likelihood of confirming the alleged facts or circumstances from attributable sources.

*Bad Faith Allegations* – Allegations made in bad faith may result in disciplinary action.



Kickboxing GB Ltd. 94 Ray mill Road West, Maidenhead, Berkshire, SL6 8SL  
Email: [office@kickboxinggb.com](mailto:office@kickboxinggb.com) Phone: 01628 415923

President: Mr Peter Edwards Vice President: Mr Neville Wray  
Website: [www.kickboxinggb.com](http://www.kickboxinggb.com)

Registered in England and Wales: 9771669





## Procedure

### Process for Raising a Concern:

*Reporting* – KICKBOXING GB intends this policy to be used for serious and sensitive issues. Such concerns, including:

- suspicious approaches or activities related to competition manipulation
- involvement of gambling/betting activities
- incidents of harassment and/or abuse
- any other infringements of the KICKBOXING GB Code of Ethics or other matters, including financial misconduct or further legal, regulatory and ethical breaches over which KICKBOXING GB has jurisdiction.

may be reported

- 1) Via KICKBOXING GB General Secretary email: [Office@wakogb.com](mailto:Office@wakogb.com)
- 2) Via KICKBOXING GB Safeguarding email: [Safeguarding@wakogb.com](mailto:Safeguarding@wakogb.com)
- 3) To KICKBOXING GB Disciplinary Commission

*Timing* – All persons are encouraged to express a concern as soon as it develops. The earlier a concern is expressed, the easier it is for the organisation to take action.

*Evidence* – Although a complainant is not expected to prove the truth of an allegation, he or she should be able to demonstrate that he or she has made a report in good faith.

### How the Report of Concern Will Be Handled:

*Timing* - Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and, in a manner, intended to protect confidentiality.

*Initial Inquiries* –The KICKBOXING GB Executive Board in consultation with legal counsel will make an initial review of the situation if necessary, including if an investigation is needed based on whether the report has been made on reasonable grounds and in good faith.

In the event that a report concerns the individuals responsible for conducting the initial review and the investigations, the individual concerned will recuse himself or herself from the proceedings, and the KICKBOXING GB Executive Director or the KICKBOXING GB Executive Committee shall select an appropriate officer to continue the investigation.



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*Investigations* – KICKBOXING GB will only investigate matters within its jurisdiction and may contact the complainant for further information; KICKBOXING GB shall take all reasonable precautions to protect the identity of the complainant to the extent possible while doing so:

- If KICKBOXING GB is not competent to investigate the matter, your complaint will be destroyed;
- If the matter falls within the jurisdiction of KICKBOXING GB, and an investigation has been deemed necessary by the KICKBOXING GB Executive Board, such an investigation may be conducted in conjunction with relevant KICKBOXING GB departments, competent national and international authorities (including sporting, police and/or judicial authorities).
- If the matter relates to competition manipulation (outside of the KICKBOXING GB jurisdiction), the information will be referred to the Integrity Single Point of Contact (iSPOC) of the relevant organisations or to the police (if there is a suspicion that a crime has been committed).

*Reporting* – The KICKBOXING GB Executive Board will prepare a report of the findings of the investigation and submit such report to the relevant authorities, the Executive Committee or the Executive Committee Bureau, and/or the Disciplinary Commission.



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