

# World Whistleblowers Day

## Are you a whistleblower?

World Whistleblowers Day is an international observance held on June 23 every year. Its main goal is to raise public awareness about the important role of whistleblowers in combating corruption and maintaining national security.

A whistleblower is a person who exposes any kind of information or activity that is deemed illegal, unethical, or not correct within an organization. The information of alleged wrongdoing includes violation of University policy/rules, regulation, law, or threat to public interest or national security, as well as fraud and corruption.

**Any employee, student or external party of the University who has reasonable belief that there is fraud and corruption or misconduct may raise a concern under the procedure detailed.**

**Concerns must be raised without malice, in good faith and not for personal gain and the individual must reasonably believe that the information disclosed, and any allegations contained in the disclosure deserves investigation.**



### Ethics Hotline

A toll-free telephone number:  
0800 212 755

A secure email address:  
[univenhotline@tip-offs.com](mailto:univenhotline@tip-offs.com)



**University of Venda**  
*Creating Future Leaders*

## TIP-OFFS ANONYMOUS

### TRUST US, TALK TO US

Issues that cannot be resolved by using the University's normal internal communication channels should be reported to Tip-offs Anonymous. If you are not sure, report it anyway!

#### **What should I report to Tip-offs Anonymous?**

✓ Any wrong doing

*Theft, Fraud, Crime Syndicate Activities*

✓ Not obeying University policies or procedures

*Over-riding controls*

*Sharing of user ID's or access badges inaccurate disclosure of one's business mileage*

✓ Not obeying the law

*Alcohol/Drug abuse*

*Non-Roadworthy vehicles*

*Illegal Pollution*

✓ Highly sensitive issues

*Sexual Harassment, Nepotism, Racism*

✓ Abuse of University Property

*and Equipment, Making personal calls on the University's telephone account, Use of the internet, fax machine and University equipment to run your own business*

✓ Collusion with external and internal parties, Backhanding

✓ Theft of Time

*Playing computer games in University time - Solitaire*

*Exaggerations or incorrect information on timesheets, Extended lunches, Prolonged personal calls*

✓ Bribery and corruption

*A supplier offers a kickback to the employee to gain the tender*

#### **Remember**

- You can remain totally anonymous
- You can call us 24 hours a day  
365 days a year

#### **Make that call**

Free Call: 0800 212 755

Free Post: KZN 138 Umhlanga Rocks 4320

Free Fax: 0800 00 77 88

Email: [univenhotline@tip-offs.com](mailto:univenhotline@tip-offs.com)

Website: [www.tip-offs.com](http://www.tip-offs.com)

#### **What should not be reported to Tip-offs Anonymous?**

✓ Petty arguments amongst staff

✓ Product complaints

✓ Service complaints

✓ Personality clashes

✓ Salary complaints

**Deloitte.**

