

External Whistleblowing Policy

What is whistleblowing?

Whistleblowing is a term used when an individual raises a genuine concern about suspected malpractice or wrongdoing and/or the covering up of malpractice or wrongdoing. Whistleblowing is different from raising a grievance. Its aim is to prevent harm to others or to an organization; it is not to provide redress to you for a complaint you may have.

The IB takes whistleblowing very seriously. This policy describes how whistleblowing is distinct from both complaints and employment disputes or grievances that an individual may have. It also explains how you can raise your concern with the IB under this policy and how the IB will handle this concern.

What types of disclosures can be submitted under this policy?

This policy applies to disclosures relating to improper practices occurring within the IB or an IB World School¹. Improper practices can include, but are not limited to, academic misconduct², maladministration³, dangerous or illegal activities or the deliberate concealment of these practices.

When your disclosure relates to decisions made by an IB World School, discussing your concerns with the IB World School administration is the appropriate course of action. If you have exhausted all options of redress at school level and remain concerned by the response provided by the IB World School, a report may be submitted in writing to whistleblowing@ibo.org

Finally, because the aim of the whistleblowing is to prevent harm to others or to the IB, you must reasonably believe that the disclosure of the information is in the best interest of the community.

What types of disclosures are not covered by this policy?

IB World Schools are wholly responsible for the implementation of the IB's educational programmes and for the quality of teaching and learning. The IB provides a curriculum and assessment framework that is used by IB World Schools. IB World Schools are independent organizations and are responsible to their governing bodies for administrative matters, including policies related to admissions, faculty, and students.

¹ For the purpose of this document, the term "IB World Schools" shall include IB authorized schools as well as IB candidate schools.

² "Academic misconduct" is an action by a student that infringes IB rules and regulations, and potentially threatens the integrity of IB examinations and assessments. It can happen before, during or after the completion of the assessment or completion of the examination."

³ "Maladministration" is an action by an IB World School or an individual associated with an IB World School that infringes IB rules and regulations, and potentially threatens the integrity of IB examinations and assessments. It can happen before, during or after the completion of the assessment or completion of the examination."

Also, IB World Schools are solely responsible for any employment dispute that may arise and the IB cannot, in any way, be involved. The IB evaluates authorized schools to provide IB programmes based on IB standards and practices every five years to ensure that they continue to meet IB standards.

Although we cannot treat such matters as a disclosure under this policy, where matters regarding the implementation of IB programmes by an IB World School are brought to the attention of the IB, they will be passed onto the appropriate team for their information. When appropriate, matters may be raised or passed onto the IB World school in question.

If you have concerns about assessment decisions, please refer to the Assessment section of the General Regulations document for the relevant programme in [the IB resource library](#).

How should a whistleblowing disclosure be submitted?

Should your disclosure relate to improper practices occurring within the IB, a report should be submitted in writing to whistleblowing@ibo.org

Should your disclosure relate to decisions made by an IB World School, you have exhausted all options of redress at school level and remain concerned by the response provided by the IB World School, a report may be submitted in writing to whistleblowing@ibo.org

What action will the IB take?

The IB will acknowledge receipt of the disclosure within 3 business days. If necessary, your disclosure may be forwarded to the relevant department for further review. The IB may contact you to request additional information that may be required for this review. Please note that for privacy reasons, the IB will not provide the whistleblower with information relating to the steps taken by the IB or any outcomes resulting from the disclosure and subsequent investigations.

The IB will consider each disclosure of information sensitively and carefully, and decide upon an appropriate course of action. The IB will look into anonymous whistleblowing disclosures. However, it may not always be possible to investigate or substantiate such disclosures.

The IB may not always treat disclosures received as whistleblowing. It may be more appropriate to treat the disclosure as feedback. There may also be occasions where it is not appropriate for the IB to investigate under the circumstances, for example if the disclosure falls outside of the IB's remit. In this case, the IB may recommend another course of action for the whistleblower to take.

Confidentiality of disclosure

As much as possible, the IB will treat any information provided in a sensitive and confidential way. Every effort will be made to keep the identity of the whistleblower confidential, however, the IB may be required to disclose this information under certain circumstances, including to the relevant IB World Schools where appropriate. You should also recognize that you may be identifiable by others due to the nature or circumstances of the disclosure.