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.

We take 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 School. You must reasonably believe that the disclosure of the information is in the public interest. Improper practices can include, but are not limited to, academic misconduct relating to examinations and assessment, financial misconduct, risk of harm to individuals, dangerous or illegal activities or the deliberate concealment of improper practices as described above.

What types of disclosures are not covered by this policy?

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. 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. However, IB World Schools are wholly responsible for the implementation of the IB's educational programmes and for the quality of teaching and learning.

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 improper practices occurring in an IB World School, depending on the nature of the disclosure, discussing your concerns with the IB World School administration may be the most appropriate course of action in the first instance. If you remain concerned by the response provided by the IB World School, you don't feel able to raise a concern, or you feel that the most appropriate course of action is to bring the disclosure to the attention of the IB, a report should 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 investigation. The IB may contact you to request additional information that may be required for the investigation. 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.

Confidentiality of disclosure

As much as possible, the IB will treat any information provided in a sensitive and confidential way. The identity of the whistleblower will be kept confidential, however, the IB may disclose this information if required by law. You should also recognize that you may be identifiable by others due to the nature or circumstances of the disclosure.

Contacting the IB Ombudsman

If you have any questions about how to raise a concern through the policy, including regarding confidentiality or fear of potential retaliatory actions, you may also wish to contact the IB Ombudsman to discuss your situation confidentially and off-the-record.

The IB Ombudsman is an alternative and independent channel that offers an informal and confidential method of dealing with concerns. A whistleblowing disclosure may be brought to the attention of the Ombudsman, however discussions with the IB Ombudsman do not constitute notice to the IB and do not guarantee any further action by the IB.

For more information on the IB Office of the Ombudsman, please visit http://www.ibo.org/ombudsman

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