

# The Reportable Conduct Scheme



The Reportable Conduct Scheme requires leaders of organisations to report concerns about conduct related to child abuse involving a worker, and investigate the concerns.

## → What you need to know

**The Reportable Conduct Scheme puts responsibilities on leaders of organisations.**

The Reportable Conduct Scheme requires leaders of specific organisations to report concerns of conduct related to child abuse involving a worker of their organisation, and conduct investigations.

**Investigations are overseen by the Independent Regulator.**

The Independent Regulator that monitors compliance with the Child and Youth Safe Organisations Framework will have oversight of the Reportable Conduct Scheme.

**In most cases, the organisation itself will investigate the conduct.**

The Independent Regulator will provide advice and guidance to leaders on how to conduct a reportable conduct investigation.

Leaders will be required to conduct a reportable conduct investigation and must give to the Independent Regulator the investigation findings, reasons for findings and actions.

## → Why it matters



**If you see concerning behaviour involving a child and you're asking yourself should you report that, it is your responsibility to report it.**

— From a Tasmanian victim-survivor.



## → What 'Reportable Conduct' means



**Reportable conduct under the Reportable Conduct Scheme is broader than suspected criminal behaviour alone, and includes:**

- significant emotional or psychological harm
- significant neglect
- physical violence
- a sexual offence
- sexual misconduct
- grooming
- relevant offences such as failing to report child abuse and female genital mutilation.

## → How it works

### Report



**Within three business days:** Leaders must notify the Independent Regulator of reportable conduct in writing and provide:

- that a reportable conduct allegation has been made, or that a reportable conviction recorded against, a worker
- the worker's name and, if known, date of birth
- if the reportable allegation is suspected criminal behaviour, if Tasmania Police has been informed
- the name, address, and telephone number of the organisation
- the leader of the organisation's name.

### Investigate



**As soon as possible:** Leaders must start an investigation (or get an independent investigator to do so).

### Update



**Within 30 days:** Leaders must provide updated information to the Independent Regulator, including:

- all the information they have, at that point, about the allegation or conviction
- whether any actions have been taken (for example, placing a limit on a worker's contact with children)
- any written submissions the worker involved has asked to be taken into consideration.

### Close Off



**At the end of the investigation:** Leaders must provide the following information to the Independent Regulator:

- findings of the investigation
- reasons for the findings
- details of any actions that have been taken as a result.