

Araluen Botanic Park Foundation Inc.  
19 November 2022

**The Araluen Botanic Park Foundation is committed to its professionalism as an organisation with strict governance protocols supported by a raft of established policies and processes.**

The Araluen Botanic Park Foundation is a professional organisation with strict governance protocols supported by a raft of established policies and processes. As part of our ongoing commitment to a culture of professionalism and compliance the Foundation conducted and concluded an internal investigation headed by the GM with the full support and involvement of the Committee. The scope of the investigation was wide ranging. As a matter of policy, the Foundation has always investigated and rectified any issues raised.

**Araluen Botanic Park Foundation is committed to the safety, wellbeing and enjoyment of staff, volunteers and visitors to the Park.**

The Foundation is a professional organisation with strict governance protocols and established policies and processes. This underpins the Foundation's commitment to promoting a fair, safe and healthy working environment in which everyone is treated with dignity and respect and in which no individual or group feels bullied, threatened, or intimidated.

**A complaint was submitted by a past staff member of the Garden Team.**

The Management and Committee acknowledges that serious concerns have been raised by a former staff member of the Garden team. Both the Foundation and its Committee take their workplace health and safety obligations very seriously and always comply with obligations under the relevant laws. The Foundation followed due process for the investigation and remediation of the complaints made. A thorough investigation was undertaken and whilst it is acknowledged that unacceptable actions were evidenced to have taken place on a boundary of the Park grounds there was no substance to conclude who was responsible for the incident.

**The Foundation does not support illegal trapping of animals and has a proper license for the control of feral animals under the relevant laws.**

While the complaint evidenced a kangaroo had been snared on the property of the Araluen Botanic Park, it was concluded after a thorough investigation that the foundation and its staff were not responsible for the incident.

**Out of respect for our staff, and in accordance with our Privacy Policy, it would not be appropriate to comment on process or outcomes.**

Out of respect for our staff past and present, and in accordance with the Foundation's Privacy Policy, it would not be appropriate to comment on the specifics of the unsubstantiated claims made by a former staff member. The Foundation does not consider media an appropriate or respectful forum to address staff matters of any kind.

**Omissions and inaccuracies within the allegations made are of great concern.**

Of great concern to the Foundation are the omissions from and inaccuracies contained within the allegations made, and their use in media to intimidate, harass staff and committee members. The Foundation is now actively considering its legal position in relation to the continued airing of unsubstantiated claims.

