

22 WHISTLE BLOWER PROTECTION / PUBLIC INTEREST DISCLOSURE

The Board of Education of School District No. 46 (“Board”) is guided by its values of ethics and responsibility in its operations, programs, and services and to promoting a culture of openness and transparency. The School District encourages and supports all personnel in bringing forward reports of unlawful acts and acts of wrongdoing in a manner consistent with the provisions of the British Columbia *Public Interest Disclosure Act* (“PIDA”).

- 22.1 The purpose of this policy and related procedures is to establish a process, in compliance with the PIDA, for employees and trustees to report, in good faith, wrongful or unlawful conduct without fear of retaliation or reprisal.
- 22.2 This policy applies to alleged wrongdoing related to the School District’s operations or personnel. This policy does not displace other mechanisms for addressing and enforcing standards of conduct, disputes, complaints, or grievances, including issues of discrimination, bullying and harassment, occupational health and safety, or disputes over employment matters or under collective agreements.
- 22.3 The Board expects employees, and others that we deal with, who have serious concerns about any aspect of the School District’s operations with respect to potential evidence of wrongdoing, to come forward and voice those concerns.
- 22.4 The responsibility for the day-to-day administration and enforcement of this policy rests with the Superintendent of Schools. If a concern is regarding the Superintendent, the report shall be made directly to the Office of the Ombudsperson.
- 22.5 Each year, the Superintendent shall prepare, in accordance with the requirements of the PIDA, and make available, a report concerning any disclosures received, investigations undertaken and findings of wrongdoing. All reporting under this Policy will comply with the requirements of the British Columbia *Freedom of Information and Protection of Privacy Act* (“FOIPPA”).
- 22.6 The provisions of this policy are independent of, and supplemental to, the provisions of collective agreements between the School District and its Unions relative to grievance procedures and to any other terms and conditions of employment.
- 22.7 It is a violation of the policy for anyone to knowingly make a false complaint of wrongdoing or to provide false information about a complaint. Individuals who violate this policy are subject to disciplinary and/or corrective action, up to and including termination of employment.