

WHISTLE-BLOWER PROTECTION

The Board of Education (Board) is committed to the highest standards of honesty, integrity, and accountability in its operations, programs and services and to promoting a culture of openness and transparency. The Board encourages and supports all individuals 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).

The Board expects employees who have serious and reasonable concerns with respect to misconduct or wrongdoing to come forward and voice those concerns.

Reports of misconduct or wrongdoing must be made in good faith, without malice or consideration of personal benefit, and when the person reporting has a reasonable basis to believe that the report is true. Reports must be made in writing according to the Whistleblower Administrative Procedure.

The School District is committed to protecting the privacy of disclosers (or whistleblowers), persons accused of wrongdoing and those who participate in investigations in a manner that is consistent with its obligations under the PIDA and FIPPA. There shall be no retaliation toward a whistleblower for reporting under this Policy. Any such acts of retaliation may lead to discipline for the person who is retaliating.

A report made in bad faith or without a reasonable and probable basis may not conclude in a full investigation and may be followed up by the Designated Officer to safeguard the intent of the policy.

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.

Reportable activities do not include personnel actions taken in the course of conducting the District's business where such matters are most appropriately addressed by reference to the applicable collective agreement.

References: Public Interest Disclosure Act
Freedom of Information and Protection of Privacy Act
Whistleblower Administrative Procedure

Approved: 2023.11.28