

PUBLIC INTEREST DISCLOSURE

The Board of Education requires that employees and others carrying out work for the District act professionally, follow applicable laws, regulations, and policies, and bring honesty, integrity, and accountability to all their decisions and working relationships.

Accordingly, 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). For the purposes of this policy, individuals making reports may be commonly known as whistleblowers.

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 administrative procedure supporting this policy.

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

This policy applies to alleged wrongdoing related to the School District's operations or employees. This Policy does not displace other mechanisms set out in Board policy or district administrative procedures 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.

A report made in bad faith or without a reasonable and probable basis may not conclude in a full investigation and may be cause for discipline.