



---

---

## SCHOOL DISTRICT NO. 64

### POLICY 132 Public Interest Disclosure/Whistleblower Protection

*“Inspire learners, Integrate sustainability,  
Involve community”*

---

---

Section: Governance

Dates of Revisions:

Date of Adoption and

Resolution Number: June 13, 2018 -76/18

---

#### **Rationale:**

*The School District No. 64 Board of Education believes that the integrity of all members of the school district community is fundamental to maintaining a healthy, productive learning organization; and, further, that the safety and security of all is paramount.*

*Accordingly, and consistent with the provincial legislation, the board establishes policy and procedures to: protect the rights of employees and others who, in the public interest, express concern about perceived moral, ethical or legal issues within the district; and to ensure fair treatment for all concerned, when serious questions of moral, ethical, or illegal behavior on the part of anyone, including trustees, employees, volunteers, or contractors, are raised.*

*The board commits to preventing retaliation against any individual who raises questions of unethical or immoral behavior, because it believes everyone is entitled to learning and working environments in which they can seek advice regarding concerns and, if they feel it necessary, disclose perceived wrongdoing without fear of reprisal.*

*Such policy and procedure reflects the board’s commitment to high standards of ethical conduct; and respects public trust while protecting both the rights of individuals to fair treatment in safe, secure and supportive working and learning environments, and the right of the district to ensure its long-term well-being and reputation.*

#### **Policy:**

All employees, and others performing paid or volunteer work on behalf of the school district, are expected to

- conduct themselves ethically, and with integrity;
- adhere to applicable laws and board policies and procedures that apply to their work activities;

In keeping with its strong commitment to upholding ethical standards, The board expects that employees, and others who have serious concerns about any aspect of the school district’s operations, and/or who have potential evidence of wrongdoing, will come forward and voice those concerns without

fear of retaliation.

The board will protect any employee with serious concerns, who is aware of or who witnesses any improper activity or wrongdoing, if that employee:

- provides the information in good faith;
- believes it to be substantially true;
- does not act maliciously or make false allegations; and
- does not seek any personal or financial gain.

Individuals who knowingly make a false complaint of wrongdoing and/or who provide false information about a complaint are in violation of this policy and subject to disciplinary and/or corrective action, up to and including termination of employment.

The responsibility for the day-to-day administration and enforcement of this policy rests with the Superintendent of Schools and the Secretary Treasurer as authorized by The Board of Education.

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.

**References:**

- Bill M 207-2015, The Whistleblower Protection Act

