

Board of Education
School District No. 58 (Nicola Similkameen)
Policy

Success for All Learners ~ Today and Tomorrow

POLICY 2.30 PUBLIC INTEREST DISCLOSURE 43.3612.08 T04 0 0 11.04 79.646.4 .64(43A.7 (a)1.7 9a)1.7 (S) peioosso tp oetr themselves in a professional manner, to adhere to applicable laws, regulations, and procedures that apply to their work activities and to demonstrate ethical beliefs, decisions and interactions.

The Board is committed to honesty, integrity, and accountability in its operations and services and to promoting a culture of openness and transparency. Actions are consistent with the provisions of the British Columbia

Public Interest Disclosure Act ("PIDA"), the Board encourages and supports employees in bringing forward reports of unlawful acts and acts of wrongdoing.

The purpose of this Policy and related Administrative Procedures is to establish a process, in compliance with the PIDA, for employees to report, in good faith, wrongful or unlawful conduct without fear of retaliation or reprisal.

This Policy applies to alleged wrongdoing related to the District's operations or its employees. This Policy does not displace other mechanisms set out in District Policy 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.

The Superintendent will appoint a senior staff member(s) who will be responsible for responding to requests for advice, receiving disclosures and investigating disclosures of wrongdoing.

1. Definitions

- 1.1. **"Advice"** means advice that may be requested in respect of making a Disclosure or a complaint about a Reprisal under this Policy or the PIDA;
- 1.2. **"Discloser"** means an Employee who makes a Disclosure or seeks Advice or makes a complaint about a Reprisal;
- 1.3. **"Disclosure"** means a report of Wrongdoing made under this Policy and includes allegations of Wrongdoing received by the School District from the Ombudsperson or

- 2.3. The District will not commit or tolerate Reprisals against Employees, who in good faith, makes a request for Advice, makes a Disclosure, participates in an Investigation or makes a complaint under this Policy.
- 2.4. The 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 FIPPA.
3. Privacy and Confidentiality
 - 3.1. All Personal Information that the District collects, uses or shares in the course of receiving or responding to a Disclosure, a request for Advice, a complaint of a Reprisal, or conducting an Investigation will be treated as confidential and will be used and disclosed as described in this Policy, the Procedures, the PIDA or as otherwise permitted or required under FIPPA and other applicable laws.
4. Reporting
 - 4.1. 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 be in compliance with the requirements of FIPPA.
5. Responsibility
 - 5.1. The Superintendent is responsible for the administration of this Policy and shall ensure that training and instruction is available to all Employees concerning this Policy, the Procedures and the PIDA.
 - 5.1.1. In the event that the Superintendent is unable or unavailable to perform their duties under this Policy, the Superintendent may delegate their authority in writing to the Secretary-Treasurer or other senior members of staff.
 - 5.2.