

POLICY

WHISTLE BLOWER PROTECTION

The Board of Education is committed to the highest standards of ethical conduct, integrity, and accountability. The Board believes that employees should feel comfortable in all aspects of their job including when it comes to filing a complaint. The Board encourages employees, acting in good faith, to report what the employee reasonably believes to be true and reasonably believe to be an improper activity by District officers or employees.

Definitions

For the purpose of this procedure:

Board – is the Board of Education, School District No 83 (North Okanagan-Shuswap)

Employee – applies to all officers, directors, and employees of the District as well as to all other stakeholders having an interest in the District including supplier, consultants and contractors.

Good Faith – is evident when a report is made without malice or consideration of personal benefit, existing code of ethics and protocols and the employee has a reasonable basis to believe the report is true.

Reportable Activity – is an unlawful, illegal, unwanted action or inappropriate/unethical behavior and may include:

- An unlawful act, whether civil or criminal;
- Questionable accounting practices;
- Falsifying district records;
- Theft of cash, goods, services, time or fraud;
- Inappropriate use of district assets or funds;
- Decision making for personal gain;
- A dangerous practice likely to cause physical harm or damage to property, and
- Retaliation, repercussion, or reprisal for reporting under this policy.

This list is not all-inclusive, but is intended to give an indication of the kind of conduct which may be considered as ‘reportable activity’.

**THE BOARD OF EDUCATION SCHOOL
DISTRICT NO. 83 (NORTH OKANAGAN-
SHUSWAP)**

7020

Adopted: 2017-10-17

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Authority

The responsibility for the day to day administration and enforcement of this policy rests with the Superintendent 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 the collective agreements between the board and its' Unions relative to grievance procedures, and to any other terms and conditions of employment.