

Board Operations 1 – 9

Whistle-Blowing Protection

Policy

This policy addresses the commitment by School District No. 71 (Comox Valley) to integrity and ethical behaviour by helping to foster and maintain an environment where employees can act appropriately, without fear of retaliation. Employees are strongly encouraged to discuss with supervisors, managers or other appropriate personnel, when in doubt, about the best and ethical course of action in a particular situation.

Guidelines

It is the duty of every member of staff to speak up about genuine concerns in relation to criminal activity, breach of a legal obligation (including negligence, breach of contract, breach of administrative law), miscarriage of justice, danger to health and safety or the environment, and the cover up of any of these in the workplace. This duty applies whether or not the information is confidential.

The Board of Education is committed to ensuring that any staff concerns of this nature will be taken seriously and investigated in a manner deemed appropriate by the board. A disclosure to the board will be protected if the member of staff has an honest and reasonable suspicion that the malpractice has occurred, is occurring or is likely to occur. A staff member who raises a concern reasonably and responsibly will not be penalized in any way.

Staff members are encouraged to raise any genuine concern directly with the Superintendent of Schools, who will inform the Board of Education of the disclosure. However, staff members may raise the matter directly with a Trustee should circumstances prevent a disclosure to the Superintendent of Schools.