



LETHBRIDGE SCHOOL DISTRICT NO. 51

Approved: March 25, 2014

Amended: May 22, 2018

Amended: June 25, 2019

400.3 Whistleblower Protection

Policy

The Board believes that employees should feel comfortable in all aspects of their job including when it comes to filing a complaint. The Board expects employees to comply with the District Code of Conduct when making good faith reports of any wrongdoing. Employees making such reports shall do so without fear of retaliation.

Definition of Wrongdoing: gross mismanagement, including an act or omission that is deliberate and shows a reckless or wilful disregard for the proper management of:

- (i) public funds or a public asset,
- (ii) the delivery of a public service, including the management or performance of
 - a. a contract or arrangement identified or described in the Public Interest Disclosure Act (PIDA) Regulations, including the duties resulting from the contract or arrangement or any funds administered or provided under the contract or arrangement, and
 - b. the duties and powers resulting from an enactment identified or described in the PIDA Regulations or any funds administered or provided as a result of the enactment,
- (iii) employees, by a pattern of behaviour or conduct of a systemic nature that indicates a problem in the culture of the organization relating to bullying, harassment or intimidation.

Regulations

1. An employee should report any wrongdoing (as defined above) on the part of a co-worker to:
 - 1.1. their own supervisor;
 - 1.2. to the other employee's designated officer namely the Coordinator of Learning;
 - 1.3. in the case of a complaint against the Coordinator of Learning, to the Superintendent;
 - 1.4. in the case of a complaint against the Superintendent, to the Board Chair;
or
 - 1.5. directly to the Public Interest Commissioner.
2. Employees may seek advise on whether or not to report a perceived wrongdoing from their supervisor or the Coordinator of Learning, and are protected from reprisal for seeking that advice.

Policy



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400.3 Whistleblower Protection, cont'd

3. All complaints will be handled with sensitivity, discretion and confidentiality to the extent allowed by the circumstances, the District Code of Conduct, and the law.
4. Adverse personnel action or reprisals will not be taken against an employee for the reporting of information in accordance with this policy, provided the reporting employee has acted reasonably and in good faith.
5. This policy does not protect an employee from the consequence of their own actions, if such actions do not constitute reasonable and good faith disclosure in filing their report.
6. Reports of employee violations must be in writing and signed by the individual making the complaint of wrongdoing. Anonymous communications will not be recognized.
7. An employee may be eligible for financial remedies in cases where the Commissioner finds a reprisal occurred. If, following an investigation, the Commissioner finds that a reprisal occurred, the Commissioner is obligated to refer the decision to the Labour Relations Board.

The Board delegates to the Superintendent the authority to develop the procedures necessary to implement this policy. The Superintendent is delegated the authority to develop Administrative Procedures that are consistent with provincial policies and procedures, as well as the delegation of authority as provided for in Section 61 of the School Act.

References

Alberta School Act:	Sections 92-117, 131-143
Legal reference:	Public Interest Disclosure (Whistleblower Protection) Act (PIDA)
District Policies:	Policy 400.2 Employee Code of Conduct
Other:	ATA Code of Conduct