



# POLICY

# HR-23

## REPORTING OF WRONGDOING

**Superintendent Responsible:**

Superintendent of Human Resources

**Initial Effective Date:** 2022/03/28**Last Updated:** 2023/05/30**Next Review Date:** 2026/12/01**Objective:**

To ensure ethical and professional conduct at the Grand Erie District School Board (Grand Erie) and to demonstrate a commitment to maintaining and enhancing public confidence in the integrity of its employees; to ensure protection against reprisal related to reporting of suspected wrongdoing.

**Policy Statement:**

Grand Erie is committed to ensuring that its actions and operations are performed, with transparency, to the extent permitted by law, accountability, honesty, and integrity.

This imposes a duty on every Grand Erie employee(s), independent contractor, agent and volunteer to Report, in confidence, any reasonable knowledge or suspicion of wrongdoing as defined herein. If warranted, the alleged wrongdoing will be investigated, and appropriate action will be taken on the report of the investigation. This is also available without obligation, to anyone, and in particular students of Grand Erie, past or present, who believe they have been victim to sexual misconduct by a Grand Erie employee(s) or volunteer.

This establishes that any person or legal entity reporting any wrongdoing reasonably and in good faith, ("Reporting Party") shall not be subject to any reprisal as defined herein.

For greater clarity, the role and relationships between the Grand Erie and the Reporting Party shall not, in any way be adversely affected by any Report made reasonably and in good faith.

The Reporting of suspected Wrongdoing of Trustees of the Board is not included by this Policy. Trustee Code of Conduct – Governance Policy #4, applies in those circumstances.

**Definitions:****1.0 Wrongdoing**

- Any action or inaction, past, present, or intended by a Grand Erie employee, independent contractor, agent and volunteer which is contrary or prohibited by any Federal or Provincial Legislation, or Regulations enacted thereunder, Common Law, or Municipal By-law.
- It also includes but is not limited to:
  - Professional Misconduct as defined by relevant Professional Organizations
  - Intentional breach of Grand Erie's Policies, By-Law, and Procedures
  - Instructing, counselling or extorting anyone to commit an act of wrongdoing
  - Statutory or Common Law Conflicts of Interest
  - Mismanagement or maladministration of ~~Board~~ Grand Erie operations
  - Dishonest or unethical behaviour
  - Sexual misconduct of any nature or description

**2.0 Reprisal**

- Any action, inaction or threat of any such action or inaction against a Reporting Party by reason of a Report, including but not limited to:
  - Employment status

- Working conditions
- Legal relationship with Grand Erie
- Discipline
- Threats, intimidation or bullying

**Reference(s):**

- Reporting of Wrongdoing Procedure (HR-023)
- Harassment and Objectionable Behaviour Policy (HR-05)
- Harassment and Objectionable Behaviour Procedure (HR-005)
- Progressive Discipline Procedure (HR-018)

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