



# POLICY

**F7**

## Reporting of Wrongdoing

**Board Received:** March 28, 2022

**Review Date:** April 2026

### **Policy Statement:**

The Grand Erie District School Board (the "Board") is committed to ensuring that its actions and operations are performed, with transparency, to the extent permitted by law, accountability, honesty, and integrity.

To that end this policy imposes a duty on every Board employee, 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 Policy is also available without obligation, to anyone, and in particular students of the Board, past or present, who believe they have been victim to sexual misconduct by a Board employee or volunteer.

This Policy 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 Board and the Reporting Party shall not, in any way be adversely affected by any Report made pursuant to this Policy reasonably and in good faith.

The Reporting of suspected Wrongdoing of Trustees of the Board is not included by this Policy. Bylaw 28, Trustee Code of Conduct, applies in those circumstances.

### **Definitions**

#### **1. WRONGDOING**

Any action or inaction, past, present, or intended by a Board 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 Bylaw.

It also includes but is not limited to:

- a) Professional Misconduct as defined by relevant Professional Organizations;
- b) Intentional breach of Board Policies, By-Laws, Practices and Procedures;
- c) Instructing, counselling or extorting anyone to commit an act of wrongdoing;
- d) Statutory or Common Law Conflicts of Interest;
- e) Mismanagement or maladministration of Board operations;
- f) Dishonest or unethical behaviour; and
- g) Sexual misconduct of any nature or description.

#### **2. REPRISAL**

Any action, inaction or threat of any such action or inaction against a Reporting Party by reason of a Report made under this Policy, including but not limited to:

- a) employment status;
- b) working conditions;
- c) legal relationship with the Board;
- d) discipline; and
- e) threats, intimidation or bullying.

Reference:

- Reporting of Wrongdoing (F107)