



# Public Interest Disclosure (Whistleblower Protection) Policy 5.16

This policy is applicable to all Third Academy students, parent clients, volunteers, employees, directors, and the Executive Director.

## DOCUMENT CONTROL

<b>Managed by:</b> Sunil Mattu	<b>Responsible position:</b> Executive Director	<b>Version:</b> 3
<b>Approved by the Board of Directors:</b> Linda McKay-Panos, Chair	<b>Date approved:</b> 29 February 2020	<b>Next review date:</b> January 2022

## REVISION RECORD

Date	Version	Revision description
18 Feb 2015	2	Replaces Public Interest Disclosure (Whistleblower Protection) Policy 2014
29 Jan 2020	3	Replaces Public Interest Disclosure (Whistleblower Protection) Policy 2015

## 1. TITLE

Public Interest Disclosure (Whistleblower Protection)

## 2. POLICY STATEMENT

It is the policy of the Board that any disclosure of wrongdoing or alleged wrongdoing reported to the school's Executive Director in accordance with the *Public Interest Disclosure (Whistleblower Protection) Act*, will be properly reviewed by the Executive Director or his designate and investigated and then acted upon by the school, as appropriate.

It is the policy of the Board that an employee making a disclosure in good faith will be protected against reprisal or other detrimental impacts within the power of the school.

It is the policy of the Board that if the report is about the Executive Director, then the individual should report the matter to Alberta's Public Interest Commissioner.

## 3. DEFINITIONS

Term	Meaning
Wrongdoing	<ul style="list-style-type: none"><li>a. a contravention of Canadian and Alberta legislation, including regulations and requirements mandated by legislation;</li><li>b. an act or omission that creates<ul style="list-style-type: none"><li>i) a substantial and specific danger to the life, health or safety of individuals other than a danger inherent in the performance of duties or functions of an employee, or</li><li>ii) a substantial and specific danger to the environment;</li></ul></li><li>c. gross mismanagement of public and/or school funds or asset(s); and,</li><li>d. knowingly directing or counseling an individual to commit a wrongdoing mentioned in clauses a) to c).</li></ul>

## 4. ASSOCIATED DOCUMENTS

*Public Interest Disclosure (Whistleblower Protection) Act 2012*

*Public Interest Disclosure Regulation 71/2013*

*Public Interest Disclosure Regulation Transitional 16/2018*

*Education Act 2012*

## 5. ROLES AND RESPONSIBILITIES

Party / Parties	Roles and responsibilities
Executive Director	Develop Reporting Procedure