

GREYTOWN SCHOOL POLICY STATEMENT

Protected Disclosures

Purpose

Provide information and guidance to the employees of the school who wish to report serious wrongdoing within the school.

Guidelines

1. A protected disclosure is a declaration made by an employee where they believe serious wrong doing has occurred. Employees making disclosures will be protected against retaliatory action or disciplinary action and will not be libel for civil or criminal proceedings related to the disclosure.
2. Definition
Serious wrong doing for the purpose of this policy includes any of the following:
 - Unlawful, corrupt, or irregular use of public funds or resources.
 - An act or omission or cause of conduct which serious risks public health or safety
 - An act or omission or cause of conduct that constitutes an offence
 - An act or omission or cause of conduct that is oppressive, improperly discriminatory, grossly negligent or constitutes gross mismanagement.
 - An act or omission or cause of conduct which constitutes serious risk to the maintenance of law.
3. Before making a disclosure the employee should be sure the following conditions are met:
 - The information is about serious wrong doing in or by the school; and
 - The employee believes on reasonable grounds the information to be true or is likely to be true; and
 - The employee wishes the wrongdoing to be investigated; and
 - The employee wishes the disclosure to be protected.
4. Any employee of the school can make a disclosure. For the purposes of this policy an employee includes:
 - Current employees and principal
 - Former employees and principals
 - Contractors supplying services to the school.

5. An employee who makes a disclosure and who has acted in accordance with the procedure outlined in this policy:
 - May bring a personal grievance case in respect of retaliatory action from their employees:
 - May access the anti-discrimination provisions of the Human Rights Act in respect of retaliatory action from their employers:
 - Are not liable for any civil or criminal proceedings or a disciplinary hearing by reason of having made or referred a disclosure:
 - Will, subject to Clause 5 of the Procedure, have their disclosures treated with utmost confidentiality.

The protections provide in this section will not be available to employees making allegations they know to be false or where they have acted in bad faith.

Formulate October 2006

Reviewed October 2009

Review Date October 2012

Signed _____ Chairperson