

1. General

- 1.1. The Board of Education of School District No. 10 (Arrow Lakes) is committed to the highest standards of ethical conduct, integrity and accountability.
- 1.2. This policy reflects the Board's commitment to respecting the public trust while protecting the rights of individuals to fair treatment in safe, secure and supportive working environments.
- 1.3. The Board encourages and supports employees, to report, while acting in good faith, what they reasonably believe to be substantive improper activity.
- 1.4. The nature of conduct which may be considered as reportable may include:
 - the violation of any laws of British Columbia or Canada, including the Criminal Code of Canada;
 - a material breach of the District's Policies;
 - abuse of power or authority;
 - actions detrimental to students or staff;
 - misappropriation of District funds, assets, resources or questionable accounting practices;
 - theft of cash, goods, services, or time
 - fraud or falsifying District records;
 - decision making for personal gain;
 - any intentional, reckless or dangerous practice that could reasonably be expected to cause physical harm to any person or damage to District property; or,
 - retaliation, repercussion or reprisal for reporting under the policy.
- 1.5. The provisions of this policy are independent of and supplemental to, the provisions of collective agreements between the Board and its Unions relative to grievance procedures, and to any other terms and conditions of employment.

2. Duty to disclose

- 2.1. The Board encourages any employee who is aware of or witnesses any improper activity to bring the matter to the attention of the Superintendent or Board Chair. The District will investigate and take corrective actions appropriate to the circumstances.

3. Protections for Employees

- 3.1. All reports under this policy will be handled in the strictest of confidence and personally identifiable information from the report will only be shared to the

extent necessary to conduct a complete and fair investigation according to the law.

- 3.2. Any employee who files a report under this policy will be protected if the employee:
 - believes it to be substantially true;
 - does not act maliciously or make false allegations; and,
 - does not seek any personal or financial gain.
 - 3.3. No retaliation, including dismissal or demotion may result from reporting in good faith under this policy.
 - 3.4. Individuals who knowingly make a false allegation of wrongdoing and/or who provide false information about a complaint are in violation of this policy and subject to disciplinary and/or corrective action, up to and including termination of employment.
4. Employer rights
 - 4.1. Nothing in this policy shall be deemed to diminish or impair the rights of the District to manage its employees under any policy or collective agreement; or to prohibit any personnel action which otherwise would have been taken regardless of the reporting of the information.