

## **POLICY #7110 WHISTLE BLOWING**

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### **1. PURPOSE**

- 1.1. The Surrey Board of Education is strongly committed to upholding ethical standards in School District #36 (Surrey). All employees, and others performing work on behalf of the district, are expected to conduct themselves in an ethical and professional manner, and to adhere to applicable laws, Board policies, and procedures.
- 1.2. The purpose of this policy and related procedures is to establish a process for individuals to report, in good faith, wrongful or unlawful conduct without fear of retaliation or reprisal.
- 1.3. Employees and trustees are encouraged and supported in bringing forward good faith reports of unlawful acts or acts of serious wrongdoing, in a manner consistent with the *Public Interest Disclosure Act* (PIDA).
- 1.4. Other individuals who have dealings with the district, including parents, volunteers, and contracted service workers may access whistleblowing processes under this policy to make good faith reports of wrongful conduct in connection with the district's operations.
- 1.5. This policy does not displace other mechanisms set out in Board policy for addressing and enforcing standards of conduct, disputes, complaints, or grievances, including issues of discrimination, bullying and harassment, occupational health and safety, or disputes over employment matters or under collective agreements.

### **2. POLICY**

- 2.1. The district will investigate disclosures received under this policy. Investigations will be carried out in accordance with the principles of procedural fairness and natural justice.
- 2.2. The district will not tolerate reprisals against any employee or trustee who, in good faith, makes a request for advice, makes a disclosure, participates in an investigation, or makes a complaint under this policy.
- 2.3. The district is committed to protecting the privacy of disclosers, persons accused of wrongdoing, and those who participate in investigations in a manner that is consistent with obligations under PIDA and the Freedom of Information and Protection of Privacy Act (FIPPA).

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- 2.4. All personal information that the district collects, uses, or shares in the course of receiving or responding to a disclosure, a request for advice, a complaint or a reprisal or conducting an investigation will be treated as confidential and will be used and disclosed as described in this policy, the corresponding procedures, PIDA or as otherwise permitted or required under FIPPA and other applicable laws.

### **3. REFERENCES AND RELATED DOCUMENTS**

- 3.1. [Public Interest Disclosure Act \(PIDA\)](#)
- 3.2. [Freedom of Information and Protection of Privacy Act \(FIPPA\)](#)
- 3.3. [Procedure 7110.1](#)
- 3.4. [Procedure 7110.2](#)

### **4. AUTHORITY AND RESPONSIBILITY**

- 4.1. Superintendent
- 4.2. Human Resources Department

### **5. HISTORY**

*Revised:*           2023-11-08  
                          2016-06-03  
*Approved:*       2009-06-25