
BOARD POLICY ON SAFE DISCLOSURE

Approval Authority	Board of Governors
Primary Contact	President
Related Policies / Legislation	Board policy direction Risk Management (BPD-220)

PHILOSOPHY

The Board of Governors is committed to the highest standards of ethical conduct. Accordingly, all members of the University have an obligation to uphold in their actions the principles of integrity, respect, and accountability. As part of this obligation, and to protect the University and individuals from harm, members of the University are strongly encouraged to report conduct which they have reason to believe may be a violation of University policies or regulations, government legislation, or which constitutes a threat to the public interest. The Board recognizes good faith reporting of such improper conduct is a necessary and valuable service and must not be cause for reprisal.

POLICY

The University will develop and maintain administrative policies, procedures, and reporting structures for the Board's oversight of the University's actions in meeting its responsibilities and commitment to an environment of safe disclosure.

The President will receive all reports of allegations of misconduct made under this policy unless the report alleges misconduct on the part of the President or a member of the Board of Governors, in which case the Chair of the Board of Governors will receive the report.

The persons and offices that receive and/or investigate such reports will not act upon anonymous reports, but will protect the identity of the person making the report to the extent possible under government legislation, University policies, and collective agreements in effect at the time of the alleged misconduct. The University will protect individuals from retaliation or discrimination, who on reasonable grounds, raise concerns in accordance with this policy.

Individuals against whom allegations are made will maintain the rights, privileges, and protections afforded to them through the Freedom of Information and Protection of Privacy (FOIPOP) Act, and other applicable government legislation, University policies, and collective agreements.