

BOARD ADMINISTRATION 2100

**ETHICS & INTEGRITY REPORTING
(WHISTLEBLOWER) 2195**

1. Rationale

The Simcoe County District School Board is committed to maintaining and enhancing public confidence in the integrity of its trustees, officers and employees.

In keeping with the intent of federal and provincial Whistleblower legislation, the Board expects its trustees, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Trustees, officers and employees are expected to practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

Public confidence in the Board can be enhanced by establishing effective procedures for the disclosure of wrongdoings and for protecting any trustee, officer or employee who discloses wrongdoings.

2. Policy

It is a policy of the Simcoe County District School Board to encourage and enable its trustees, officers and employees in good faith to raise concerns related to the integrity of its trustees, officers and employees within the Board with the confidence that they will not, as a result of raising the concerns, suffer harassment, retaliation or other adverse consequences.

3. Guidelines

3.1 The process for integrity reporting has clear accountabilities by which trustees, officers and employees can disclose wrongdoings and be protected from reprisal.

3.2 Provision for annual reporting by the Director of Education to the Board of Trustees or the Ministry of Education, of concerns reported by individuals and actions taken by administration.

5. Administrative Procedures

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.