

Policy Title	Whistleblower Policy
Policy Holder	Senior Team
Policy Approver(s)	Senior Team
Related Policies	Employee Code of Conduct Sexual Assault and Sexual Violence Policy to Address Anti-Indigenous and Other Forms of Racism Travel, Meals and Hospitality Conflict of Interest Respectful Work and Learning Policy Violence Free Work and Learning Policy
Related Procedures	Whistleblower Procedure Non-Academic Investigation Procedure
Appendices	
Storage Location	Website - https://www.confederationcollege.ca/policies-and-procedures
Effective Date	2021-
Next Review Date	2024-

Purpose

The *Whistleblower Policy* is designed to provide assurance that business misconduct or other wrongdoing is reported, and that members of the College community have a confidential channel to raise concerns for review and investigation. The policy also protects the whistleblower from retaliation for disclosures made in good faith.

Scope

This policy applies to all members of the College community including employees, students, student associations, contractors, suppliers of services and their employees, lessees/renters of space, individuals who are directly connected to any College initiatives, volunteers, and visitors.

Definitions

Breach

Non-compliance with an applicable law, regulation, internal policy, or procedure.

Whistle Blowing

Whistle blowing is defined as the release or disclosure of information that is evidence of improper activity or a violation of law.

Whistle Blower

A whistle blower is a person who exposes information or activity within a private, public, or government organization that is deemed illegal, unethical, illicit, unsafe, or a waste, fraud, or abuse of taxpayer funds.

Confidentiality

Unless compelled by judicial or other legal process to reveal the identity of the individual who makes an allegation under this policy. The individual will remain confidential.

Retaliation

An action having a negative impact or an implication against an individual who has reported a concern.

Governing Laws and Regulations

Freedom of Information and Protection of Privacy Act

<https://www.ontario.ca/laws/statute/90f31>

Occupational Health and Safety Act

<https://www.ontario.ca/laws/statute/90o01>

MCU Binding Policy

<http://www.tcu.gov.on.ca/pepg/audiences/colleges/>

Canadian Criminal Code

<https://laws-lois.justice.gc.ca/eng/acts/c-46/>

Public Service of Ontario Act, 2006

<https://www.ontario.ca/laws/statute/06p35>

Ontario Colleges of Applied Arts and Technology Act, 2002 Policy Statements

<https://www.ontario.ca/laws/statute/02o08f>

Policy Statements

Any member of the College community can make a complaint under this policy where they have an honest belief that the College or its members have engaged in serious misconduct, wrongdoing or illegal activity and there is no confidential internal policy or mechanism available to raise issues of public concern that constitute: a criminal offence; substantial neglect of duties; substantial mismanagement of any College or public funds; a material breach of federal, provincial, or municipal statute or College policy, procedure or regulation; and/or a substantial and specific danger to the environment or public health and safety.

In the event an internal solution is not available and depending on the nature of the complaint/disclosure, the matter may be referred to the Minister’s Office of the Ministry of Colleges and Universities or other external agency, commission, tribunal and/or legal process for resolution.

Exceptions

There are no exceptions to this policy.

Non-Compliance

Employees have the responsibility to follow policies and procedures regardless of their position and are required to report any situation where they are asked to violate policies. Individuals or those directing others must also adhere to policies and will be held responsible for their own behaviour and for the behaviour of persons reporting to them who have violated policies and procedures. Failure to comply with this policy and procedure may result in disciplinary action up to and including termination of employment for individuals found submitting or approving fraudulent expenditures, or causing financial loss, reputational damage and/or legal sanctions against the College.

Revision History

Version	Change	Author	Date of Change
Original		President’s Office	2012-06-21
2021-11-03 – v2	Regular Review	Senior Team	2021-11-03