

#1365060

**NON-DISCRIMINATION PUBLIC INTEREST DISCLOSURE
(WHISTLEBLOWER PROTECTION) ACT (PIDA)**

GENERAL

The St. James-Assiniboia School Division affirms its commitment to ensuring employees perform their duties to the best of their abilities while acting responsibly, ethically and lawfully. It's committed to prevention and detection of wrongdoing and supports an employee culture of honesty and integrity.

As a public education body, the Division and its personnel are governed by the Public Interest Disclosure (Whistleblower Protection) Act (PIDA). The purpose of the Act is to facilitate the disclosure of any wrongdoing and take corrective action if necessary while protecting from reprisal employees who make a disclosure.

A wrongdoing is defined as:

- an act or omission constituting an offence under an Act of the Legislature or Parliament of Canada, or a regulation made under an Act; A disclosure of information can be made even if a provision in another Act or regulation prohibits or restricts disclosure of that information
- an act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is part of the ordinary course of an employee's work
- gross mismanagement, including public funds or public asset
- knowingly directing or counselling a person to commit a wrongdoing

Note: A wrongdoing does not include routine operational or human resource issues.

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