

## Policy 26

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### **POLICY 26 – WHISTLEBLOWER PROTECTION**

The Board of Education of the Cowichan Valley School District is committed to honesty, integrity, and accountability in its operations, programs, and services and to promoting a culture of openness and transparency. The School District encourages and supports all personnel in bringing forward reports of unlawful acts and acts of wrongdoing in a manner consistent with the provisions of the British Columbia Public Interest Disclosure Act (“PIDA”).

The purpose of this Policy and related Administrative Procedure is to establish a process, in compliance with the PIDA, for employees and trustees to report, in good faith, wrongful or unlawful conduct without fear of retaliation or reprisal.

This Policy applies to alleged wrongdoing related to the School District's operations or personnel. This Policy does not displace other mechanisms set out in School District Policy for addressing and enforcing standards of conduct, parent appeals, disputes, complaints, or grievances, including issues of discrimination, bullying and harassment, occupational health and safety, or disputes over employment matters or under collective agreements.

Legal Reference: Sections 17, 18, 20, 22, 23, 65, 85 School Act  
Public Interest Disclosure Act  
Employment Standards Act  
Freedom of Information and Protection of Privacy Act  
Human Rights Code

Adopted: November 7, 2023