

NAG 3—Personnel

Protected Disclosures Policy

Rationale

This policy is issued in compliance with the Protected Disclosures Act 2000.

Definitions

A protected disclosure is a declaration made by an employee where they believe serious wrongdoing has occurred.

Serious wrongdoing includes

- Unlawful, corrupt or irregular use of public funds or resources
- An act or omission or course of conduct which seriously risks public health and safety *or*
the environment *or*
that constitutes an offence *or*
that is oppressive, improperly discriminatory, grossly negligent *or*
constitutes gross mismanagement *or*
constitutes serious risk to the maintenance of law

Purpose

To protect an employee who makes a disclosure in accordance with section 6(1) of the Protected Disclosures Act 2000.

Guidelines

- a) Before making a disclosure the employee should believe on reasonable grounds that the information is true or likely to be true and
 - the information is about alleged serious wrongdoing by any Northern Health School employee or Board member
 - the employee wishes the wrongdoing to be investigated
 - the employee wishes the disclosure to be protected
- b) Any current employee, former employee or contractor supplying services to the Northern Health School can make a disclosure.
- c) An employee who makes a disclosure and acts in accordance with Northern Health School Protected Disclosures procedure will be protected and will, subject to clause 6 of the procedure, have their disclosure treated with the utmost confidentiality.
- d) The protections provided in this policy will not be available to persons making allegations they know to be false or where they have acted in bad faith.

Adopted December 2021

Chairperson _____

Review Date December 2024