

POLICIES, GUIDELINES AND PROCEDURES

SUBJECT	N.E.P.N. CODE
ACCOUNTABILITY: PUBLIC INTEREST DISCLOSURE & WHISTLEBLOWER PROTECTION	AE

I. POLICY

As a publicly-funded, democratically-elected governance body established in legislation by the Province of Manitoba, the Louis Riel School Board commits to attaining its Vision and Mission by:

- serving its community with integrity;
- exercising its functions lawfully and ethically; and
- acting in the public interest.

The Board recognizes that it must be accountable to:

- its students, parents and employees;
- its ratepayers and other members of the local community; and
- the Province of Manitoba.

Consistent with its commitment to public accountability and in accordance with the requirements of the [Public Interest Disclosure \(Whistleblower Protection\) Act](#) (PIDA), the Board articulates the current **POLICY** to:

- facilitate the disclosure and investigation of significant and serious matters that are potentially unlawful, dangerous to the public or injurious to the public interest; and
- protect from reprisal employees who make disclosure.

II. GUIDELINES

A. The Louis Riel School Division is a public body under PIDA. As such, it is responsible for establishing and maintaining procedures in accordance with sections 5(1) and 5(2) of the Act. The current **GUIDELINES** and **PROCEDURES** shall serve to meet that requirement.

Adopted:	April 16, 2019	Legal References: Public Interest Disclosure (Whistleblower Protection) Act & Regulation
Revised:	September 17, 2024	

B. This **POLICY** applies to the following wrongdoings as defined in section 3 of PIDA:

1. an act or omission that is an offense under provincial or federal law;
2. an act or omission that creates a specific and substantial danger to the life, healthy or safety of persons or the environment;
3. gross mismanagement, including mismanagement of public funds or a public asset such as government property; or
4. directing or counselling a person to commit a wrongdoing described in clauses (1) to (3).

C. Matters that do not relate to wrongdoings defined by PIDA shall continue to be managed in accordance with other internal operational policies and procedures.

III. PROCEDURES

A. With respect to its duty to implement the provisions of PIDA, the Louis Riel School Division shall follow the [Manitoba Government Policy and Procedures](#) whose purpose is to:

1. describe roles and responsibilities related to PIDA;
2. provide guidance on the management and investigation of disclosures; and
3. support employees who come forward to report wrongdoing and to make them aware of the protection provisions afforded to them by PIDA.

B. For the purposes of this **POLICY**:

1. The chief executive of the Louis Riel School Division is the Superintendent of Schools.
2. The designated officer of the Louis Riel School Division is the Secretary-Treasurer or, at the discretion of the Superintendent of Schools, another member of the Senior Leadership Team.

Resources:

- The Public Interest Disclosure (Whistleblower) Protection Act – Manitoba Government Policy and Procedures
<https://www.gov.mb.ca/csc/whistle/pdf/pida-procedures.pdf>
- Disclosure of Wrongdoing Form
https://www.gov.mb.ca/csc/whistle/pdf/disclosure_of_wrongdoing_form.pdf

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