REPORTING CONCERNS & WHISTLEBLOWER POLICY

Board Policy

Purpose

To provide a safe process for reporting suspected misconduct, fraud, serious policy breaches or other significant concerns.

Reporting

- Concerns may be reported to the Chair, Vice-Chair, Treasurer or another designated independent director, depending on the nature of the concern.
- A concern involving the Chair or CEO/Executive Director should be directed to an uninvolved independent director or appropriate Board committee.
- Reports should be handled as confidentially as reasonably possible.
- Good-faith reporting must not result in retaliation.
- Material concerns should be documented, assessed promptly and escalated to the Board or professional advisers where appropriate.

Bad-Faith Reports

Knowingly false or malicious reports may themselves constitute misconduct; this does not apply to good-faith reports that are ultimately unsubstantiated.