



REPORT TO

REGULAR BOARD

WHISTLEBLOWER POLICY (A.39) CONSULTATION RESULTS

And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.

Hebrews 10:24-25

Created, Draft	First Tabling	Review
June 4, 2018	June 14, 2018	June 14, 2018

J. Yan, Senior Coordinator Communications, Public and Media Relations

A. Della Mora, Superintendent, Human Resources

M. Moffett, Senior Coordinator, Academic Services, Human Resources

RECOMMENDATION REPORT

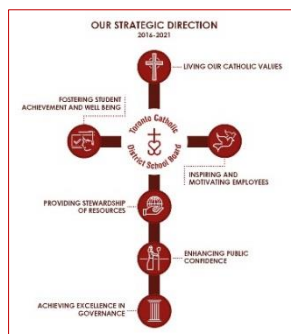
Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

T. Robins
Acting Associate Director
of Planning and Facilities

L. Noronha
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

At the meeting of the Regular Board on September 21, 2017, the Board of Trustees accepted the recommendation of the Governance and Policy Committee and approve the Whistleblower Policy (A.39) and Operational Procedure as proposed in Appendix B for Community Engagement at the “Consult” Level, which directs staff to obtain input from community members and the general public on proposed Board directions and decisions.

Specifically staff were charged with directions to inform parent councils with a focus on seeking input from unions, employee groups and associations.

The report summarizes and provides analysis of the feedback, comments and results gathered from the consultation process which featured a dedicated consultation micro-website and an online survey.

It is recommended that all results and submission obtained through public consultation be submitted to the Governance and Policy Committee for review and consideration regarding changes (if necessary) to the draft Whistleblower Policy (A.39).

The cumulative staff time required to prepare this report was 5 hours

B. PURPOSE

1. Most large public organizations have policies and procedures like this in place to identify and prevent improper professional activities. The Whistleblower Policy (A.39) and Operational Procedure outlines standard guidelines to respond to moral, ethical or legal concerns of all TCDSB community stakeholders, as well as the implementation of a third party reporting hotline.

C. BACKGROUND

1. The Whistleblower Policy (A.39) and Operational Procedure was drafted and submitted to the Governance and Policy Committee Meeting on September 12, 2017 for consideration and review to support the Board’s commitment to integrity by providing a framework for the disclosure and investigation of wrongdoing, as well as protection from reprisal or threat of reprisal for those who make disclosures of information.

2. The goal of the policy is to encourage TCDSB staff at all levels of the organization and others to act with integrity.
3. TCDSB stakeholders were invited to participate in the community consultation regarding the Whistleblower Policy (A.39) as part of the Board's commitment to protect the public interest and trust in public education by providing a framework for the disclosure and investigation of wrongdoing, as well as protection from reprisal or threat of reprisal for those who make disclosures of information.
4. A dedicated Community Consultation micro-website was developed to capture feedback via an online survey from May 1, 2018 to May 22, 2018 at 12:00 pm (noon).
5. Prior to the online, web-based consultation a series of discussions initiated by the Senior Coordinator Academic Services, Human Resources to invite input on the draft Whistleblower Policy (A.39) were held at previously scheduled meetings between February and April 2018 with the Board's major employee and administrative groups, as well as union partners. Board also welcomed written submissions up to and including May 22, 2018.

D. EVIDENCE/RESEARCH/ANALYSIS

1. A total of 397 respondents completed the online survey which generated 254 individual comments. Based on this response rate and the target audience focus of parents and staff, the survey results are considered accurate 9 times out of 10, with a margin of error of plus or minus 4 percent.
2. The survey used a "Likert" scale (range from Strongly Agree and Agree to Neutral, and Disagree to Strongly Disagree) applied to three main questions to garner feedback.
3. Generally, over 75% of parents/guardians indicated they agree or strongly agree the draft policy adequately supports the Board's commitment to integrity by providing a framework for the disclosure and investigation of wrongdoing, as well as protection from reprisal or threat of reprisal for those who make disclosures of information. This is in contrast to 57% of TCDSB staff who responded that they disagree or strongly disagree with this statement.

4. When asked if the policy will encourage TCDSB stakeholders at all levels of the organization and others to act with integrity, slightly over 63% of parents agree or strongly agree with the statement, with just over 61% of Board staff who disagree or strongly disagree.
5. Over 70% of parents indicated they were supportive of the new Whistleblower Policy (A.39), compared with 30% of teachers. A majority of teachers (60.5%) responded with “no” to supporting the new policy.
6. Common themes expressed in the comments submitted centred on concerns about duplication of existing legislation (Teaching Profession Act), Board workplace policy governing harassment and discrimination (H.M.14, H.M. 19, H.M. 37), and reliability of a third party reporting service.
7. The full survey results are provided in Appendix A. Raw comments were sent to Trustees under separate cover as in previous consultation reports.

E. RECOMMENDATION

This report is for the consideration of the Board and it is recommended that all results and submission obtained through public consultation be submitted to the Governance and Policy Committee for review and consideration regarding changes (if necessary) to the new Whistleblower Policy (A.39).