



REPORT TO

GOVERNANCE AND POLICY COMMITTEE

WHISTLEBLOWER POLICY (A. 39)

And you will know the truth, and the truth will set you free.

John 8:32

Created, Draft

June 27, 2017

First Tabling

September 12, 2017

Review

Caitlin Kavanagh, Coordinator, Employee Relations & Policy Development
Paul De Cock, Comptroller, Business Services & Finance

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.



D. Koenig
Associate Director of Academic Affairs

A. Sangiorgio
Associate Director of Planning and
Facilities

Rory McGuckin
Director of Education

A. EXECUTIVE SUMMARY

This report recommends a Whistleblower Policy (A.39) for the TCDSB with standard guidelines to respond to moral, ethical or legal concerns of all of its Community Stakeholders with the inclusion of a third party reporting hotline.

B. PURPOSE

This Recommendation Report is on the Order Paper of the Governance and Policy Committee by a Trustee request through approved motion from the Audit Committee at the April 19, 2017 Board meeting:

“That the Board establish a Whistleblower Policy based on existing examples, that the Board utilize a third party and that whenever that third party receives a whistleblowing complaint that it is shared with the Audit Committee and for staff to respond to that inquiry to the Audit Committee.”

C. BACKGROUND

1. At its April 14, 2014 meeting, the Audit Committee requested staff to provide information regarding a Whistleblower Policy.
2. A report regarding Whistleblower Policy and Protection was presented to the Audit Committee on January 19, 2015.
3. This report was referred back to the Director to look at options in lieu of the third party hotline e.g. using the Audit Committee as a sounding board and that staff report back quarterly on the number of Whistleblower calls and look to see if this activity could be accommodated in house.
4. The matter was re-visited at the March 29, 2017 Audit Committee meeting and the Committee recommended to Board, “That the Board establish a Whistleblower Policy based on existing examples, that the Board utilize a third party and that whenever that third party receives a whistleblowing complaint that it is shared with the Audit Committee and for staff to respond

to that inquiry to the Audit Committee.” This recommendation was amended at the April 19, 2017 Board meeting as set out above.

D. EVIDENCE/RESEARCH/ANALYSIS

1. “Whistleblowers,” i.e. individuals who report suspected wrongdoing, mismanagement or unethical conduct assist in managing risk and responding to conduct that can harm TCDSB stakeholders and the public.
2. A whistleblowing system insures individuals with information about potential misconduct have trustworthy mechanisms to anonymously report information internally.
3. York Catholic, Toronto District, Thames Valley, Peel District, Halton Catholic, and Waterloo Catholic are among the school boards who have implemented whistleblower policies and statements.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report will be monitored by policy development staff.
2. Further reports to Board will be brought in accordance with the policy review cycle.

F. IMPLEMENTATION, STRATEGIC COMMUNICATIONS AND STAKEHOLDER ENGAGEMENT PLAN

1. All stakeholders will be made aware of and understand how the Whistleblower Policy and Operational Procedure works through initial communications and education. This will be supplemented with regular follow-up training and ongoing communications.
2. The Communications Department will announce the introduction of the Whistleblower Policy to all stakeholders. The announcement will include information regarding training.

G. STAFF RECOMMENDATION

Staff recommend that the Whistleblower Policy (A.39) provided in APPENDIX A be adopted subject to feedback to be received from public consultation including unions and associations.