

**BOARD ADMINISTRATION 2100**

**ETHICS AND INTEGRITY REPORTING  
(WHISTLEBLOWER) 2195**

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**1. Rationale**

The Simcoe County District School Board (SCDSB), is committed to maintaining and enhancing public confidence in the integrity of its trustees, officers and employees.

In keeping with the intent of federal and provincial whistleblower legislation, the board expects its trustees, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Trustees, officers and employees are expected to practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

Public confidence in the board can be enhanced by establishing effective procedures for the disclosure of wrongdoings and for protecting from reprisal, any trustee, officer, employee, or general public, including parents/guardians and students, who disclose wrongdoings.

**2. Policy**

It is a policy of the SCDSB to encourage and enable its trustees, officers, employees, and the general public, including parents/guardians and students, to raise, in good faith, concerns related to the integrity of its trustees, officers and employees within the board with the confidence that they will not, as a result of raising the concerns, suffer harassment, retaliation or other adverse consequences.

**3. Guidelines**

The process for integrity reporting has clear accountabilities by which trustees, officers, employees, and the general public, including parents/guardians and students, can disclose wrongdoings and be protected from reprisal.

**4. Administrative Procedures**

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

**ADOPTED DECEMBER 17, 2008  
REVISED JANUARY 18, 2012  
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***Social Media Guidelines for Staff***