

WHISTLEBLOWER POLICY
(formerly Informant Protection Policy)

DEFINITION

A whistleblower is a person who reports misconduct to people or entities for corrective action.

PURPOSE

PWRDF guarantees protection against reprisal to any director, member, employee or agent of PWRDF who, in good faith and based on reasonable cause, discloses information relating to illegal activity or financial mismanagement.

APPLICATION

This policy applies to all directors, members, employees, and agents of PWRDF.

POLICY

PWRDF promotes accountable and transparent ways of working and encourages ethical conduct. Any director, member, employee, or agent who in good faith submits complaints regarding, but not limited to:

- conflicts of interest,
- fiscal self-dealings,
- unethical behaviors which they have a reasonable cause to believe exist,
- internal fiscal controls, auditing functions, accounting systems,
- financial governance of PWRDF
- violation or possible violation of federal, provincial or municipal law or regulation

will not be subject to disciplinary or retaliatory action, either direct or indirect, by any other director, member, employee or agent of PWRDF as a result.

Any and every complaint will be dealt with promptly, seriously, and systematically following the PWRDF procedure for complaints.

AMENDMENT

This policy may be amended by the PWRDF Board.

Approval Date: November 2012

Review Date: February 2016

Revision Date: May 2016