

HOW TO REPORT IMPROPER ACTS

If you have information regarding possible violations of provincial laws, rules, regulations, policies of School District 8 or the District Education Council, contact:

Office of the Superintendent
School District 8
490 Woodward Avenue
Saint John, NB E2K 5N8.

A disclosure **must be in writing** and include specific details about the wrongdoing that has been, or is about to

PIDA **is intended** to apply to significant and serious wrongdoing in the New Brunswick public service that is potentially unlawful, dangerous to the public or injurious to the public interest.

PIDA **is not intended** to deal with routine operational or human resource matters.

The Act is also not intended to provide an-

- other venue for employees whose relationship with their employer may be in
- dispute under a collective agreement or employment agreement as a result of human resource issues.

More detailed information may be found at the following website:

PUBLIC INTEREST DISCLOSURE ACT [PIDA]

..... Whistleblower Protection

Maintaining High Standards of Public Service Values and Ethics

Whistleblowers are protected.

Province of New Brunswick
School District 8

New Brunswick
Be...in this place - Etre...ici on le peut

DISTRICT 8
THE POWER OF EDUCATION

WHAT IS A WHISTLE-BLOWER?

A “whistle-blower” is an employee who discloses, in good faith, information to a government department, including a school district, where the employee has reasonable cause to believe that the information discloses:

1. A violation of a Federal or Provincial law.
2. A violation or non-compliance with a provincial, school district, or District Education Council policy.
3. With reference to employee safety or health, unsafe working conditions or work practices in the employee’s employment or place of employment.

WHO IS PROTECTED?

Employees are protected. “Employee” means any person employed by

WHAT PROTECTIONS ARE AFFORDED TO WHISTLE-BLOWERS?

1. An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from being a whistle-blower.
2. An employer may not retaliate against an employee who is a whistle-blower.
3. An employer may not retaliate against an employee for refusing

to participate in an activity that would result in a violation of Federal or Provincial law or regulation.

4. An employer may not retaliate against an employee for having exercised his or her rights as a whistle-blower in any former employment.



School District 8
490 Woodward Avenue
Saint John, NB E2K 5N3
www.district8.nbed.nb.ca