

Procedure K-9  
Form K-9

### Policy K-9, Reporting Suspected Wrongdoing

Cross Reference: The Public Interest Disclosure Act (Whistleblower Protection)

<https://web2.gov.mb.ca/laws/statutes/ccsm/p217e.php>

Turtle Mountain School Division believes in the highest ethical standards for its personnel. Personnel must perform their duties and responsibilities with honesty and integrity while complying with all applicable laws and regulations. The Turtle Mountain School Division will make every reasonable effort to protect itself against wrongdoing and will establish and maintain a system of internal control to ensure, to the fullest extent possible, the prevention and detection of wrongdoing. The accompanying Administrative Procedure provides a formal process for Division personnel, students, parents, volunteers or others to raise concerns they have regarding wrongdoing in the subjects covered by this Procedure. It also provides a framework for the disclosure and investigation of wrongdoing, as well as protection from reprisal or threat of reprisal for those who make disclosures. It is intended to encourage employees at all levels of the organization and others to act with integrity.

All Division personnel and volunteers are bound by the requirements of this policy/procedures. Any activity in violation of this policy/procedures may subject the violator to appropriate disciplinary action, which may include termination of employment or legal action.