

## What is it?

Employee Safe Disclosure are procedures that align with the requirements of the Public Interest Disclosure Act (PIDA) which is the provincial “whistle-blower” legislation that protects an employee who in good faith requests advice about making, or makes, a Disclosure of Wrongdoing or complaint about reprisal.

## ECU’s Commitment to speaking up safely

In an effort to promote a culture of honest, transparent and accountable behaviour, ECU employees are encouraged to report **Wrongdoing** as defined by PIDA through the Employee Safe Disclosure Procedures.

## What is Wrongdoing?

- ✘ a **serious act or omission** that, if proven, would constitute an offence under an enactment of British Columbia or Canada;
- ✘ an act or omission that creates a **substantial and specific danger to the life, health or safety** of persons, or to the environment, other than a danger that is inherent in the performance of an employee’s duties or functions;
- ✘ a serious **misuse of public funds or public assets**;
- ✘ **gross or systemic mismanagement**;
- ✘ knowingly **directing or counselling a person to commit any act or omission** described above.

## Who Can I Disclose To?

- Your Supervisor
- Designated Officer (Associate Vice President, Human Resources)
- The BC Ombudsperson.

Please see the policy procedures for specific details on how and what to disclose

## What Does No Reprisal Mean?

PIDA prohibits reprisals against employees who ask for advice, report Wrongdoing, cooperate in an investigation or make a complaint of reprisal.

Reprisal is a form of retaliation and is defined to include discipline, demotion, termination of employment or any other measure that adversely affects an employee’s employment or working conditions, or threatens to do any of these things because of an employee’s exercise of their rights under PIDA.

## Where Can I Get More Information?

The Employee Safe Disclosure Policy and Procedures can be [found here](#).

Access online Speaking Up Safely training available through the Office of the BC Ombudsperson - <https://learn.bcombudsperson.ca/speaking-up-safely/>

Questions? Email: [safedisclosure@ecuad.ca](mailto:safedisclosure@ecuad.ca)



# Speaking Up Safely

## Employee Safe Disclosure