

Frontier School Division believes in the highest ethical standards for its employees and Board of Trustees. It is the expectation that duties and responsibilities are performed with honesty and integrity while complying with all applicable laws and regulations. The Board is committed to public accountability in accordance with the requirements of *The Public Interest Disclosure (Whistleblower Protection) Act* (PIDA).

It is the responsibility of all members of Frontier School Division to build an environment of trust and mutual respect and to report suspicions of wrongdoing. Individuals making disclosures with an honest belief and without a malicious or vexatious intent of wrongdoing shall be protected from any form of reprisal.

Instances of wrongdoing include:

- an act or omission that is an offense under provincial or federal law;
- an act or omission that creates a specific and substantial danger to the life, healthy or safety of persons or the environment;
- gross mismanagement, including mismanagement of public funds or a public asset such as government property;
- directing or counselling a person to commit a wrongdoing;
- any conflict of interest that benefits a person because of their position in the Division.

Information: [The Public Interest Disclosure \(Whistleblower\) Protection Act](#) (PIDA)

Adopted September 22-23, 2022		
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1. Frontier School Division shall follow the Manitoba Government Policy and Procedures related to *The Public Interest Disclosure (Whistleblower Protection) Act* (PIDA).

For the purposes of this policy:

- The chief executive of the Frontier School Division is the Chief Superintendent;
 - The designated officer of the Frontier School Division is the Secretary-Treasurer.
2. Matters that do not relate to wrongdoings defined by PIDA shall continue to be addressed in accordance with other internal operational policies and procedures.

Information: [Province of Manitoba – Disclosure of Wrongdoing Form](#)

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