

Council Policy No.:	CP2025-011
Council Policy Name:	Whistleblower Policy
Date Approved by Council:	April 22, 2025 CR2025-119
Date revision approved by Council:	
Related SOP, Management Directive, Council Policy, Forms	How to Report Concern or Misconduct Management Directive

### Policy Statement and Rationale:

The City of Kawartha Lakes has a Code of Conduct policy that requires employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. Employees' conduct, both on and off the job, must reflect favorably upon the City of Kawartha Lakes.

The following Whistleblower Policy is intended to encourage and enable employees to raise serious concerns about violations of the City of Kawartha Lakes Code of Conduct policy or other policies. The Whistleblower Policy provides that employees may report complaints and allegations concerning violations of the Code of Conduct to the Director of Corporate Services.

### Scope:

This policy relates to all Employees of the City of Kawartha Lakes. It includes the responsibility to report and the protection against retaliation.

### Policy:

It should be emphasized that this policy is intended to assist individuals who believe they have discovered malpractice or impropriety. It is not designed to question financial or business decisions taken by the organization nor should it be used to reconsider any

matters which have been investigated under another process such as the Workplace Harassment policies or grievance procedures provided by a Collective Agreement.

### **What is Whistleblowing?**

Whistleblowing is the confidential disclosure by an individual of any concern encountered in the workplace relating to an observed or alleged wrongdoing. This organization considers such wrongdoing to include:

- General malpractice – such as immoral, illegal or unethical conduct; (including where someone's health & safety has been put in danger or violations of the Human Rights Code)
- Gross misconduct; (including theft, fraud, misappropriation of funds)
- Serious infractions of the City of Kawartha Lakes Code of Conduct policy;
- Potential infractions of legislation or regulations specific to the employee's area of responsibility; and
- Potential infractions of Purchasing Policy, Expense Policy or other applicable corporate financial policies or processes.

### **Reporting Complaint or Concern**

Any person with a complaint or concern in accordance with this policy may submit their concern by phone, email or paper. To ensure that employees have the ability to report incidents of concern regardless of the type of alleged violation, a detailed process is defined within a management directive. See the Management Directive – How to Report Concern or Misconduct for further information including what to expect as the reporting person and confidentiality.

### **No Retaliation**

No employee who reports a complaint or concern shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a complaint or concern is subject to discipline up to and including termination of employment.

## Revision History:

Proposed Date of Review:

Revision	Date	Description of Changes	Requested By
0.0	01/20/2021	Updated Policy Template	
1.0	03/08/2022	Updated reporting process; removed timelines to allow for reference to the management directive.	Chief Administrative Officer
2.0	19/04/2022	Updated version approved by Council	
3.0	22/4/2025	Removed definitions and details covered in Management Directive Replaced CP2016-002	Chief Administrative Officer