
PERSONNEL AND EMPLOYEE RELATIONS

7000

ACCOUNTABILITY POLICY

7090

1.0 Rationale

The intent of this policy is to:

- safeguard public interest, trust and public confidence;
- ensure ethical and professional conduct;
- enable trustees, employees, and the general public, including parents and students, to raise concerns about suspected wrongdoing by a trustee or an employee of the Lakehead District School Board (LDSB) in respect to the business and operations of its schools, offices and facilities; and
- ensure protection against reprisal related to reporting of suspected wrongdoing.

2.0 Policy Statement

Lakehead District School Board trustees, employees, volunteers, external organizations and/or persons working for the LDSB are expected to uphold the public trust and demonstrate integrity in all dealings. All individuals are expected to act with honesty and integrity in the fulfillment of their responsibilities in accordance with the laws and regulations, LDSB's codes of conduct, policies, and procedures. The LDSB shall make every reasonable effort to discourage wrongdoing and shall establish and maintain internal controls to prevent and detect wrongdoing.

3.0 Responsibility

3.1 Director of Education

responsible for establishing appropriate organizational structures, systems, practices, and controls to ensure compliance with this policy in relation to the employees of the LDSB.

3.2 Board of Trustees

responsible for enforcing this policy in relation to the director of education; and responsible for a complaint that a trustee has breached the Board Member Code of Conduct.

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6.0 Reprisal

This policy prohibits reprisals or threats of reprisals against individuals or employees acting in good faith, who:

- report incidents of suspected wrongdoing;
- seek advice about making a disclosure;
- cooperate in any subsequent investigation;
- act as witnesses in any subsequent investigation; or
- act in compliance with the policy.

A reprisal is any measure taken against an individual or employee that adversely affects their employment or appointment and includes, but is not limited to:

- ending or threatening to end an individual or employee's employment or appointment;
- disciplining or suspending or threatening to discipline or suspend an individual or employee;
- imposing or threatening to impose a penalty related to employment or appointment of an individual or employee; and
- intimidating, coercing or harassing an individual or employee in relation to their employment or appointment.

An employee of the LDSB who retaliates against someone who has reported a suspected wrongdoing, in good faith, is subject to discipline, up to and including dismissal.

