

Subject: Whistleblower Policy**APPROVALS:****Annette Antoniak**_____
Director_____
Chief Administrative Officer**Recommended Motion:**

THAT Whistleblower Policy LEG-150, dated October 23, 2018, be approved.

Summary and Background:

Following approval and implementation of the Government of Alberta's *Public Interest Disclosure (Whistleblower Protection) Act*, a number of municipalities, including the Regional Municipality of Wood Buffalo, adopted a local Policy to address whistleblower matters.

The existing Whistleblower Policy LEG-150 (Attachment 2) came into force on January 1, 2016 and is now due for review and updating. The Whistleblower Policy has been reviewed extensively by the Office of the CAO, Legal Services and Human Resources, and has been updated to reflect industry best practices and observations from the past three years.

The most significant challenge that has arisen from the current Policy is with respect to anonymous allegations and the inability to substantiate or respond to the allegations. As a result, the Policy now includes specific provisions which require an individual making an allegation to provide evidence, otherwise known as the burden of proof. Anonymous allegations have proven to be particularly difficult to substantiate and investigate; therefore, it is proposed that only those allegations that meet very specific criteria proceed to investigation.

Rationale for Recommendation:

The Whistleblower Policy is fundamental to furthering the Municipality's principles of accountability, integrity and transparency. The proposed revisions to Whistleblower Policy LEG-150 have been well-researched, are reflective of industry best practices and will provide a solid mechanism for reporting and investigating an allegation of wrongdoing.

Strategic Priorities:

Responsible Government

Attachments:

- 1. Whistleblower Policy LEG-150 (Proposed)**
- 2. Whistleblower Policy LEG-150 (Current)**