

<p style="text-align: center;"><b>STRAIT REGIONAL SCHOOL BOARD</b> <i>Excellence in Lifelong Learning</i></p> <p style="text-align: center;"><b><i>POLICIES AND GUIDELINES</i></b></p>	<p style="text-align: center;"><b>Human Resources Management V-B-6 (NEW)</b></p>
	<p style="text-align: center;"><b>Employees - General</b> School Board Accountability</p>
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## School Board Accountability

### **POLICY STATEMENT**

The Strait Regional School Board is committed to demonstrating to all partners its commitment to accountability and transparency, through the development of policies to the establishment of practices and procedures that put the policies into action resulting in clear, useful and timely reports, along with financial statements that can receive clean audit opinions.

**The Strait Regional School Board recognizes that it is imperative that the employee feels free to report an incident without the fear of reprisal or intimidation.** At the same time, the Board must ensure that the reporting process cannot be used as a tool to harass other employees or to second-guess decisions made within an individual's scope of authority, unless such decisions were themselves a violation of policies or procedures or would lead others to violate policies or procedures.

The Strait Regional School Board requires management and staff to perform their responsibilities with the utmost integrity and care.

In the implementation of this policy, the Strait Regional School Board must adhere to the principles and provisions of the Canadian Charter of Rights and Freedoms, the Nova Scotia Human Rights Act, collective agreements, the Nova Scotia Labour Standards Code and other Board policies, as applicable.

### **Accountability Guidelines**

1. A concern will arise if there is:

- a violation of the Education Act and Regulations under the Act, if the violation relates to the official activities of employees or any public funds or assets;
- gross mismanagement;
- an act or an omission that creates a substantial and specific danger to the life, health or safety of a person; or
- the taking of a reprisal against an employee.

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2. A reporting of a concern(s) must be made in good faith.
3. A reporting of a concern(s) must be made within 3 months of the employee becoming aware of the incident.
4. Investigations around accountability issues will be conducted in a private and confidential manner respecting the rights of individuals involved.
5. No person should publicly disclose any information that comes to their knowledge in the performance of their duties under this policy.
6. The Strait Regional School Board has established a set of procedures to guide all aspects of this policy.

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