



NUMBER **EL 50**

TITLE **WHISTLEBLOWER PROTECTION**

APPROVAL DATE January 27, 2026

NEXT REVIEW November 15, 2028

BOARD OF GOVERNORS POLICY

Selkirk College encourages members of the Selkirk College community, acting in good faith, to responsibly report to college authorities “Improper Activity,” as defined below, on the part of the college or its employees without fear of retaliation.

The President shall not:

1. Allow any practice, activity, decision, or circumstance that impedes or discourages employees, students, or other members of the college community from reporting, in good faith, suspected wrongdoing, unethical conduct, or breaches of law or policy.
2. Fail to establish and communicate a clear process for confidential reporting of suspected wrongdoing that protects the identity of the whistleblower and ensures protection against retaliation.
3. Permit the suppression, retaliation, or adverse treatment of any individual who has reported suspected wrongdoing in good faith, regardless of the position or status of the individual making the report.
4. Fail to ensure that reports of suspected wrongdoing—including those concerning senior leadership or the President—are promptly reported to the Board Chair, investigated objectively, and that the results are reported to the Board.
5. Fail to inform the Board, in a timely manner, of any material incidents of protected disclosure or whistleblowing affecting the integrity, legality, or reputation of the institution.

See Policy 6050 PIDA for definitions and procedures.

<https://policies.selkirk.ca/media/policieselkirkca/college/Policy-6050---Public-Interest-Disclosure.pdf>