



## RECOURSE OPTIONS FOR MEMBERS

# WHISTLEBLOWER

<b>ISSUE</b>	<ol style="list-style-type: none"><li>1. Contravention of federal or provincial law</li><li>2. Misuse of public funds or assets</li><li>3. Gross mismanagement in public sector</li><li>4. Act or omission that endangers life, health, safety of people or environment</li><li>5. Serious breach of a code of conduct</li><li>6. Being told to commit any of the above</li></ol>
<b>1<sup>ST</sup> STEP</b>	Disclose wrongdoing (misconduct or a violation of the Code of Conduct)
<b>TIME LIMIT</b>	No time limit to file a complaint.
<b>HOW</b>	Disclose in writing.
<b>HUMAN RIGHTS</b>	A Human Rights Complaint alleging discrimination may be filed in tandem with whistleblowing. There is a 1-year time limit. The CHRC must be contacted ASAP after the intent to allege discrimination arises.
<b>WHERE</b>	<ul style="list-style-type: none"><li>▪ Your manager</li><li>▪ Senior Officer of Internal Disclosure for CBSA</li><li>▪ Office of the Public Sector Integrity Commissioner</li></ul>
<b>WHO RESPONDS</b>	Senior Officer for Internal Disclosure
<b>HOW IS IT DEALT WITH</b>	SOID may: <ul style="list-style-type: none"><li>• launch an investigation (if serious wrongdoing or reprisal for disclosing wrongdoing)</li><li>• refer the matter to a more appropriate mechanism decline to investigate</li></ul>
<b>ANONIMITY</b>	<ul style="list-style-type: none"><li>▪ May disclose anonymously.</li><li>▪ Your identity and other information regarding a disclosure is protected and not disclosed, even after an investigation is completed.</li></ul>
<b>REPRISAL</b>	<ul style="list-style-type: none"><li>▪ The person who discloses is protected against any possible reprisal actions as a result of their disclosure.</li><li>▪ A reprisal complaint can only be made to the Office of the Public Sector Integrity Commissioner of Canada</li></ul>
<b>REPORT / OUTCOME</b>	The SOID and CBSA President are privy to the report. A summary will be shared with the discloser and a preliminary report will be shared with the alleged wrongdoer(s) concerning findings on their allegations.
<b>APPEAL</b>	No appeal process. Application for judicial review may be filed with Federal Court of Appeal.
<b>AUTHORITY</b>	<i>Public Servants Disclosure Protection Act</i> (also known as the Whistleblower Act)
<b>MORE INFO</b>	<ul style="list-style-type: none"><li>▪ <a href="https://www.youtube.com/@PSIntegrity/videos">youtube.com/@PSIntegrity/videos</a></li><li>▪ <a href="https://psic-ispcc.gc.ca/en/deciding-make-disclosure">psic-ispcc.gc.ca/en/deciding-make-disclosure</a></li></ul>