

In accordance with the notice and submission deadline requirements of Sections 18.1(a) and 11.3, respectively, of Niagara Region's Procedural By-law, the Regional Clerk received from Councillor Redekop a motion to be brought forward for consideration at the December 12, 2019 Council meeting respecting a Whistleblower Policy.

WHEREAS good governance requires accountability, transparency and respectful relationships;

WHEREAS Region of Niagara staff and elected representatives are guided by a number of policies and a code of conduct, but not a policy that would protect those who reveal wrongdoing in the organization;

WHEREAS whistleblowing by employees of corporate organizations, including various levels of government have proven effective in bringing to light wrongdoing while providing to employees who act in good faith protection from discrimination and retribution;

Whereas employees of the Niagara Region should have the protection that a well-crafted whistleblower policy would provide to them in the event they see or hear of wrongdoing in the workplace.

NOW THEREFORE BE IT RESOLVED:

1. That Regional Council **SUPPORTS** employees who, acting in good faith, bring to light wrongdoing at the Region and in the workplace and supports the protection of those employees who are whistleblowers from detrimental treatment, retaliation, retribution, discrimination or workplace harassment as a result of their actions; and
2. That Regional Council **DIRECTS** staff to prepare a report with recommendations and a draft whistleblower policy for consideration by the Corporate Services Committee and presentation in due course to the Council; and
3. That this resolution **BE CIRCULATED** to local area municipalities in Niagara for support.