REPORTING WRONGDOING

4. What is wrongdoing under Policy GP41 Safe Disdosure of Wrongdoing?

Wrongdoing is defined under GP41 to specifically mean:

Improper, dishonest, unethical, irregular, or unlawful activities.

5. What are some examples of wrongdoing?

The following circumstances would meet the of wrongdoing under GP41:

Misappropriation or misuse of university property, assets, resources, or funds Irregularities related to contracts or expense daims

Nepotism

Destruction of property

Environmental or health and safety violations

Mistakes with paystubs

Errors in submitting travel expenses

Expensing costly dinners or alcohol outside of travel and expense policy

Fraud, theft, embezzlement

Providing false or misleading information in an application or otherwise, for the

The SFU online GP41 disclosure form on the SFU Community Support web-page.

Employees can choose where to report wrongdoing. Reports can be made anonymously, but the University may not be obliged to investigate an anonymous report made under GP41 unless the report provides sufficient detail to conduct a fair investigation.

Members of the University Community, Agents and Contractors who report Wrongdoing should be aware that confidentiality is not the same as anonymity. If a Member of the University Community, Agent or Contractor wishes to report Wrongdoing anonymously, they should indicate that clearly when making the report. However, requiring complete anonymity may practically and procedurally make it more difficult for the University to investigate the report or take corrective action.

8. Are there time limits for when I may report wrongdoing?

Yes. Members of the University Community, Agents and Contractors may make a disclosure of wrongdoing at any time, even if it occurred in the past, providing the initial report of wrongdoing is not received more than a reasonable time (normally one year) after the applicable instance of Wrongdoing is believed to have occurred.

9. What if my allegation meet the criteria for wrongdoing under Policy GP41 Safe Disclosure of Wrongdoing?

Not all wrongdoing is considered wrongdoing under GP41. The revised GP41 policy is one of many complaint processes available to Members of the University Community, agents and contractors and does not replace other reporting mechanisms. Disclosers have several pathways to report concerns in their workplace, including:

ISSUE	REPORTING PATH & POLICY
Work and research safety	Environmental Health and Safety, GP17
Academic Integrity	Instructor, Chair, or Registrar as set out in S10.01
Human Rights/Discrimination	Human-Rights GP18
Sexualized Violence	Sexual Violence Support and Prevention GP44
Bullying and Harassment	Bullying and Harassment Central Hub, GP47
Privacy breaches	Privacy I10.11
Other systemic wrongdoing or deliberate non-compliance matters	Public Interest Disclosure Policy

About Policy GP41 Safe Disclosure of Wrongdoing Frequently Asked Questions

Privacy and

10. What privacy and

protections does GP41 provide?

If a Member of the University Community, Agent or Contractor reports wrongdoing, GP41

the report of wrongdoing will not be included in any report describing the outcomes of an investigation.

The university is subject to the Freedom of Information and Protection of Privacy Act (RSBC1996, c.165) (FIPPA):

Sections 12-22 of FIPPA ensure that sensitive information remains confidential, protecting the privacy and interests of all parties involved during any Freedom of Information (FOI) process. Each FOI request is assessed individually, based on the specific records requested and their content, and is evaluated on a case-by-case basis.

Common redactions may include:

- i) the identity of the discloser and, in some cases, the subject of the report;
- ii) advice or recommendations regarding actions to be taken in response to the report;
- iii) legal advice related to the report;
- iv) information that could compromise or interfere with an investigation;
- v) details that may harm the financial interests of SFU or a third party.

These redactions are crucial for protecting individuals' privacy and safety, preserving the integrity of ongoing investigations, and safeguarding the financial and strategic interests of all parties involved.

Specific confidentiality and reprisal legal protections provided by GP41 include -

It requires the identity of a Member of the University Community, Agent or Contractor who reports wrongdoing to be kept confidential. It prohibits reprisal against a Member of the University Community, Agent or Contractor who reports wrongdoing, asks for advice about reporting wrongdoing or makes a reprisal complaint, or cooperates with an investigation.

11. I committed to when I started my job. Does making a report under GP41 mean I have failed to satisfy my commitment?

GP41 allows employees to share reporting wrongdoing, except information that is protected by solicitor-client privilege or

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another rule of privilege.

Reporting wrongdoing under GP41 is consistent with an obligations.

employment

Protection from Reprisals

12. What should I do

Investigations into Wrongdoing

13. What happens after I report