

Summary of Process: Disclosure of Wrongdoing

The Integrity Commissioner accepts disclosures of wrongdoing from current and former public servants as set out in the *Public Service of Ontario Act, 2006*. The Integrity Commissioner seeks to ensure that the process for making a disclosure of wrongdoing is fair, informal and prompt.

What information will a discloser receive?

Disclosers will be informed whether the Commissioner is able to accept a disclosure, if the Commissioner is conducting an independent investigation and also receive a summary of findings following an investigation. Disclosers will be contacted if a report about a disclosure is to be made public. Disclosers may request additional procedural updates however the Commissioner may not be able to provide additional information because of limits set out in the *Public Service of Ontario Act, 2006*.

Will the name of a discloser be kept confidential?

The identity of a discloser is seldom needed to conduct an investigation into a disclosure of wrongdoing, and as such the name of a discloser is kept confidential whenever possible. All those involved in the disclosure of wrongdoing framework – including senior officials – are required to carry out their duties in a manner that protects the identity of a discloser, unless the interests of fairness require otherwise. However, there are some situations where the allegations are so unique that the identity of a discloser will be obvious from the facts, despite efforts to maintain confidentiality. Additionally there are limited situations where the interests of fairness require that a discloser's identity be disclosed. If this becomes necessary the disclosure will be notified.

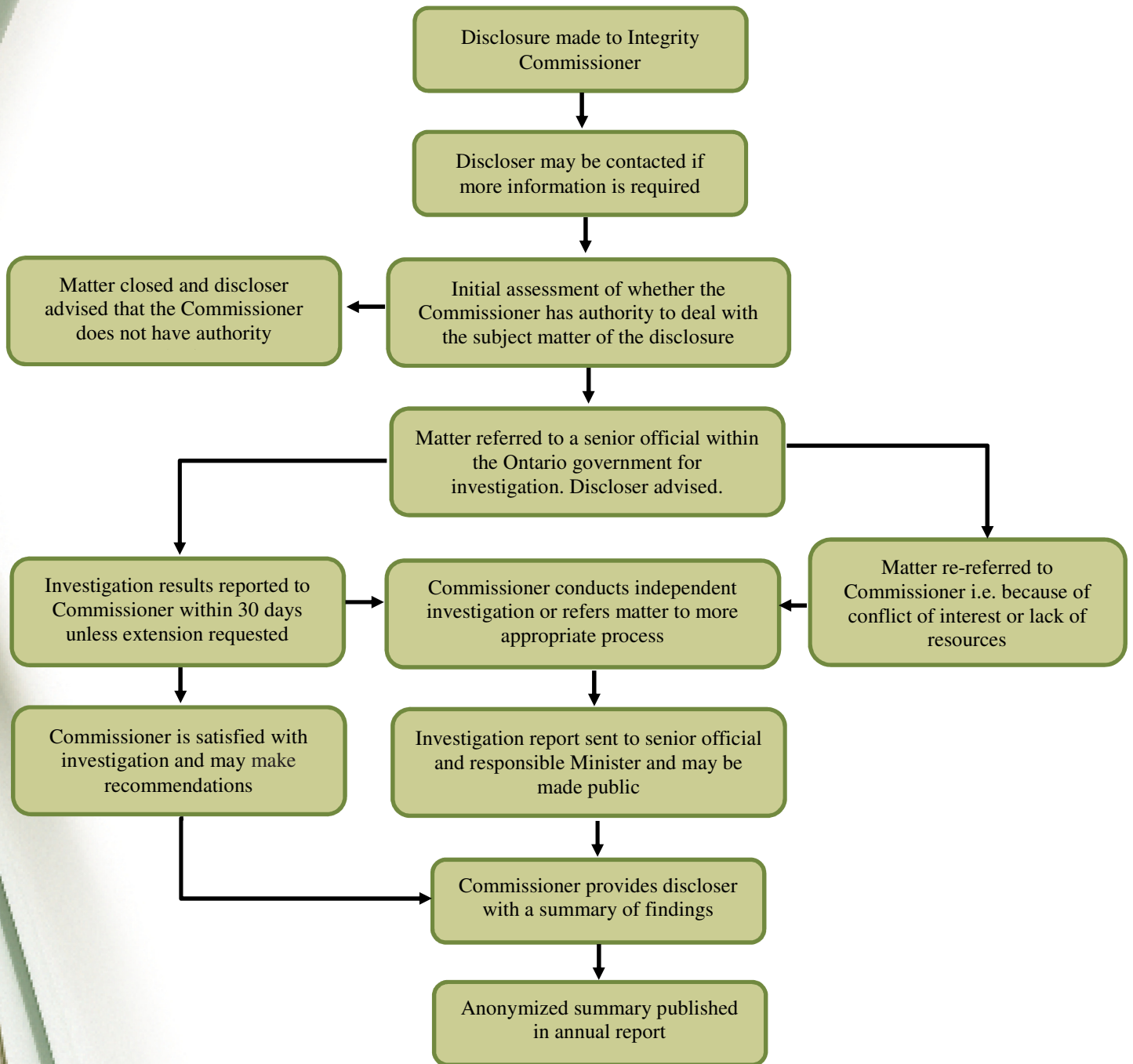
What if there are reprisals against a public servant for making a disclosure?

The *Public Service of Ontario Act, 2006* prohibits reprisals against any public servants who has sought advice about or made a disclosure of wrongdoing. The Act also protects public servant who co-operate in an investigation related to a disclosure of wrongdoing.

The Commissioner does not have authority to enforce these reprisal provisions. Public servants who believe they are the subject of a reprisal, and whose employment is covered by a collective agreement, may seek information from their union. Those without union representation may contact the Ontario Labour Relations Board or the Public Service Grievance Board.

*Inquiries about the DOW process may be directed to:
info@oico.on.ca or 416-314-1581 or toll free at 1-866-884-4470.
Completed forms should be sent to info@oico.on.ca or Inquiries Officer, Office of the Integrity
Commissioner, 2 Bloor Street West, Suite 2100, Toronto, Ontario, M4W 3E2.*

The Disclosure of Wrongdoing Process



The Integrity Commissioner is an independent officer of the Legislature of Ontario. The Commissioner has responsibilities related to disclosure of wrongdoing, MPP integrity, ministers' staff ethical conduct, lobbyists registration and expenses review.