

## **Whistle Blower Protection Policy**

<b>Date:</b>	June 25, 2012
<b>To:</b>	Toronto Public Library Board
<b>From:</b>	City Librarian

### **SUMMARY**

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The purpose of this report is to present a Whistleblower Protection Policy based on the City of Toronto's policy that was approved by Council on June 14, 2011. Recently the City Manager requested that the City's Agencies, Boards and Commissions review the Whistle Blower Protection Policy and adopt a policy consistent with the City's policy, as requested by City Council.

The policy protects Library employees from reprisal who in good faith report fraud, waste or wrongdoing, including gross mismanagement.

### **RECOMMENDATIONS**

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**The City Librarian recommends that the Toronto Public Library Board:**

1. approves the Whistle Blower Protection Policy (Attachment 1).

### **FINANCIAL IMPACT**

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This report will have no financial impact beyond what has already been approved in the current year's budget.

The Director, Finance & Treasurer has reviewed this financial impact statement and is in agreement with it.

### **DECISION HISTORY**

City Council approved a Whistle Blower Protection Policy at its meeting on June 14, 2011. City Council requested the City Manager to review the Whistle Blower Protection Policy with the City's Agencies, Boards and Commissions and report to the Executive Committee on those Agencies, Boards and Commissions that have agreed to implement the policy. The City Manager, in a letter to the Library on February 12, 2012, requested the Library to adopt a policy consistent with the City's policy.

## **COMMENTS**

The Toronto Public Library is committed to openness, ethical operations, accountability and transparency. It is in the public interest to maintain and enhance public confidence in the Library and its employees, by providing for the disclosure of wrongdoing with respect to the Library's operations.

The Whistle Blower Protection Policy provides for the protection from reprisal of any employee who, in good faith, reports wrongdoing to the appropriate authority in an attempt to have the activity brought to an end.

The Library's Fraud and Other Similar Irregularities Policy provides guidance and mechanisms for the investigation of fraud and similar irregularities. The effectiveness of any fraud prevention program is dependent on employees being able to report suspected cases of wrongdoing without fear of reprisal for doing so.

The policy has been developed to ensure consistency with the Whistle Blower Protection Policy approved by City Council on June 14, 2011.

## **CONTACT**

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## **SIGNATURE**

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Jane Pyper  
City Librarian

## **ATTACHMENTS**

Attachment 1: Whistle Blower Protection Policy  
Attachment 2: City of Toronto, Whistle Blower Protection Policy