

Subject: Whistleblower Policy**Recommendation:**

BE IT RESOLVED THAT Council receive Report #2020-0033;

AND THAT Council approve the Whistleblower Policy attached as Appendix "A"

Background:

Currently, the Town of Pelham does not have a dedicated Whistleblower Policy. Having a clear Whistleblower Policy encourages a culture where wrongdoing is addressed quickly and mitigates potential legal, financial and reputational risks to the Town. It also fosters an environment where employees can work safely and appropriately, without fear of reprisal for their reporting of wrongdoing, or potential wrongdoing.

Analysis:

The Town of Pelham's corporate values include transparency and trustworthiness. It is in the public interest to maintain and enhance public confidence in the Town and its employees by providing for the disclosure of allegations of wrongdoing with respect to the Town's operations.

Financial Considerations:

There are no financial considerations with respect to this policy.

Alternatives Reviewed:

There is no legal obligation to adopt the proposed policy, therefore Council can decline to do so.

Strategic Plan Relationship: Risk Management

A formal Whistleblower policy and procedure will mitigate the risk of wrongdoing going unreported and unaddressed. This directly supports the strategic plan goal of risk management by reducing the perceived cost or disincentive to come forward with potentially important information.

Consultation:

The corporate policies of both the City of Welland and the Town of Fort Erie were reviewed prior to drafting the policy and this report.

Other Pertinent Reports/Attachments:

Appendix "A" – Whistleblower Policy

Prepared and Submitted by:

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