

 Tri-County Mennonite Homes	Whistle Blower Protection	POLICY #: PAGE:	III-B-20.30 1 of 1
MANUAL	III-People	APPROVED BY:	Executive Director , Bev Hagedorn
ORIGINAL ISSUE: PAST REVISIONS:	August 22, 2017 August 22, 2017	CURRENT REVISION: REVIEWED DATE	April 9, 2021 January 30, 2025

**POLICY:**

Every person will receive Whistle-Blowing protection as set out in the ***Retirement Home Act section 54 (2) i and section 115; Fixing Long Term Care Act, 2021, Section 30; Occupational Health and Safety Act, 2000, Section 50.***

**PROCEDURE:**

The Executive Director will:

- 1) Ensure the staff of the divisions will not do anything that discourages, is aimed at discouraging, or that has the effect of discouraging a person from making a disclosure; retaliate or threaten to retaliate against another person, whether by action or omission, because of:
  - Anything they disclose to an inspector;
  - Anything they disclose to the Registrar;
  - Evidence they have or may give in a proceeding, including a proceeding in respect of the enforcement of the *Fixing Long Term Care Act, 2021, Section 30* or its regulations, or in an inquest under the *Coroner's Act*.

The following constitutes retaliation:

Dismissal, discipline, suspension of a staff member, intimidation, coercion, harassment or imposing a penalty on any person OR discriminatory treatment (any change or discontinuation of any service or care/support provided to the resident/client or threat of any such change or discontinuation). Further, no family member of a resident/client, Substitute Decision Maker of a resident/client, or a person of importance to a resident/client shall be threatened with the possibility of anything being done to the resident/client.

- 2) Ensure that no action or other proceeding shall be instituted against any person for making a disclosure unless the person acted maliciously or in bad faith.
- 3) Provide all staff, volunteers, agency staff, and service providers with orientation regarding Whistle Blower protection.
- 4) Provide a copy of the Whistle Blowing policy in the Resident Handbook where applicable.