

Speak Up –Protection of Persons Reporting Wrongdoing

Policy # 7311-10-003 Speaking-Up Protection of Person Reporting Wrongdoing

Volunteers has the responsibility to promote a positive and ethical work environment; to respect and operate within the bounds of internal controls and exercise diligence in preventing losses because of fraudulent acts. Any report of wrongdoing will be investigated.

Wrongdoing means involvement in any unethical behavior and can include, but is not limited to:

- Knowingly breaching federal or provincial laws or regulations, whether civil or criminal
- A breach or failure to comply with SHR's *Our Values in Action* and /or an *affiliates Code of Conduct*
- A breach or failure to comply with any approved SHR policy
- Unprofessional conduct or conduct that is below recognized and established standards of practice
- Dangerous practice likely to cause physical harm or damage to any person or property
- Abuse of power or authority for any unauthorized or ulterior purpose
- Unfair discrimination in the course of employment or provision of services
- Misuse and/or misappropriation of SHR assets or funds

Report witnessed and suspected incidents of wrongdoing to the Volunteer Manager or Unit Nurse Manager. Anyone reporting a potential wrongdoing in good faith will not be penalized or reprimanded.