

Douglas College's Annual Report of Disclosures under the Province of BC's *Public Interest Disclosure Act*

PREAMBLE

What is the Public Interest Disclosure Act?

The *Public Interest Disclosure Act* (PIDA, or the Act) is provincial legislation that supports ethical and accountable practices by encouraging the employees of public bodies to report serious misconduct (or wrongdoing) for investigation and further action. Such disclosure (also referred to as whistleblowing) is governed and supported at Douglas College by policy A43 *Public Interest Disclosure (Whistleblower)*, which both provides a framework for employees to report wrongdoing and protects them against reprisals. Douglas College became subject to PIDA in June 2024.

The types of wrongdoing that can be reported under the Act and College policy include the following:

- A serious act or omission that, if proven, would constitute an offence under an enactment of British Columbia or Canada;
- An act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is inherent in the performance of an employee's or a contractor's duties or functions;
- Serious misuse of public funds or public assets;
- Gross or systemic mismanagement; or
- Knowingly directing or counselling an individual to commit wrongdoing as set out in any of the points listed above.

What is the purpose of this report?

Under s. 38 of the Act, the College must issue an annual report on the disclosures it has received under the legislation each year. These reports must provide information about the number of disclosures received; whether disclosures were acted upon or not, and if not, the reason for inaction; the number of investigations opened as the result of a disclosure; and the number of wrongdoings confirmed, with related recommendations.

For privacy reasons, this information is presented in summary form. The Act prohibits the sharing of information that might unreasonably invade a person's privacy or reveal the identity of anyone making a disclosure or anyone who is the subject of an investigation.

REPORT ON DISCLOSURES

YEAR: 2025

1.	Number of disclosures received	0
	<i>Referrals from the BC Ombudsperson and other government bodies should be treated as disclosures.</i>	
2.	Number of disclosures acted upon	0
3.	Number of disclosures not acted upon	0
	<i>Disclosures not “acted upon” include those disclosures the College declined to investigate, for example where allegations are outside the scope of PIDA, do not meet the definition of “wrongdoing” or are investigated under another policy or process.</i>	
	[Optional] Basis for not acting on a disclosure	
	<i>Indicate why the College declined to act on a disclosure or referral, while ensuring that privacy interests are respected. (Circumstances where a public body may refuse to investigate are outlined in s. 22 of PIDA and in the Procedures section of policy A43 [see Declining to Investigate Disclosures of Wrongdoing].)</i>	
4.	Number of investigations opened as a result of a disclosure	0
5.	Number of disclosures leading to a finding of wrongdoing under PIDA	0
6.	Description of any findings of wrongdoing and related recommendations	
	<i>A description of any findings of wrongdoing resulting from an investigation by the Institution or the Ombudsperson must be included together with a summary of any recommendations and action taken or not taken by the Institution. A table is included below as one means of setting out this information but the Institution may instead elect to provide a narrative description.</i>	
	Nature of finding of wrongdoing	Recommendation(s)
		Corrective action taken or reasons why corrective actions were not taken

Submitted by: *Kathy Denton*
 Dr. Kathy Denton, President and CEO

Date: March 31, 2026