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**PUBLIC INTEREST DISCLOSURE
(NON-DPD EMPLOYEES)**

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Effective Date: 24 January 2020
Last Reviewed/Revised Date: 03 January 2023*

POLICY

1. The B.C. *Public Interest Disclosure Act (PIDA)* allows employees of provincial government ministries and other provincial government bodies, under certain conditions, to publicly disclose wrongdoing by governmental officials, without being at risk of reprisal from their employer.
2. Specific to matters of wrongdoing that may constitute an imminent risk of a substantial and specific danger to public safety, the *PIDA* requires the employee to consult with, and follow the direction provided by the Chief Constable specific to the making of a public disclosure.
3. The Chief Constable or delegate shall:
 - a) receive reports from provincial government employees who are seeking to make a public disclosure about wrongdoing by government officials that may constitute an imminent risk of a substantial and specific danger to public safety;
 - b) assess the risk to the public or specific persons posed by the reported wrongdoing;
 - c) determine whether a public disclosure of the wrongdoing by the employee is an effective, appropriate and necessary way to alleviate or manage the risk;
 - d) direct the employee whether or not to carry out the public disclosure; and
 - e) direct members of the Delta Police Department (Department) to take any other action deemed appropriate and necessary to alleviate or manage the risk posed by the reported wrongdoing.

REASON FOR POLICY

4. To facilitate compliance with the requirements of the *PIDA*.

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5. To provide efficient and effective review of, and the potential for police engagement regarding matters of possible wrongdoing by government officials that may constitute an imminent risk of a substantial and specific danger to public safety.

PROCEDURES

6. A member shall, through the chain of command, refer to the Duty Officer any report received from a provincial government or agency employee, about wrongdoing by government officials that may constitute an imminent risk of a substantial and specific danger to public safety, which the employee wants to publicly disclose.
7. The Duty Officer shall assess the reported information and determine whether the matter meets the threshold of wrongdoing that may constitute an 'imminent risk of substantial and specific danger to life, health or safety of persons', and if the Duty Officer determines that the matter
 - a) does not meet the threshold, direct the employee not to publicly disclose the matter and, instead, to seek to have the matter addressed by their employer; or
 - b) meets the threshold, but is a health related or environmental concern, refer the employee to the Provincial Health Officer or Emergency Management BC (for environmental concerns).
8. If the Duty Officer determines that the matter the government employee wants to publicly disclose meets the threshold of wrongdoing that may constitute an 'imminent risk of substantial and specific danger to life, health or safety of persons' and that a police response is most appropriate, the Duty Officer shall:
 - a) assess the situation and determine whether a public disclosure of the reported wrongdoing is an effective, appropriate and necessary way to alleviate or manage the risk;
 - b) identify personal information privacy considerations and give consideration to the same in relation to any public disclosure of information;
 - c) consult with the Chief Constable, as to whether the public disclosure is to be carried out by the government employee, the Department or others; and



- d) direct the government employee whether or not to personally carry out the public disclosure.
9. An employee of the Department engaged in issuing a public disclosure on behalf of the Department must comply with any directions provided by the Chief Constable.
10. The Duty Officer shall ensure that a General Occurrence report, privatized if deemed necessary, is created, documenting the information reported by the government employee, the steps taken to investigate the information, the assessment of whether an imminent risk exists, and the actions taken in response.

*Revised Dates:
N/A