

Vancouver Community College Public Interest Disclosure Annual Report

June 1, 2024 – June 30, 2025

Introduction

The *Public Interest Disclosure Act* (PIDA) was expanded to include public colleges in British Columbia on June 1, 2024. This legislation provides a framework for current and former employees to report serious wrongdoing without fear of reprisal. It also aims to safeguard the public interest by ensuring that public sector organizations, including VCC, operate ethically and transparently. PIDA ensures that any serious and systemic wrongdoing within VCC is brought to light and addressed fairly.

VCC encourages its employees to familiarize themselves with the Act and VCC’s accompanying Safe Disclosure Policy. VCC aims to foster a “speak up” culture, where employees are empowered to share information about serious and systemic wrongdoing without fear of reprisal.

Types of Wrongdoing under the Act

PIDA provides a structured framework for current or former employees to report specific types of serious wrongdoing, with legislated protection from retaliation. The reported wrongdoing must meet the criteria of being serious and systemic in nature, and must have a substantial connection to Vancouver Community College. Generally, policy disagreements or individual human resources disputes do not qualify as wrongdoing under PIDA. Under VCC’s Safe Disclosure Policy, current and former students are also permitted to make a report of wrongdoing and receive the same protection from reprisal as employees.

The five categories of wrongdoing under the Act are:

- a serious act or omission that, if proven, would constitute an offence under an enactment of British Columbia or Canada;

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- 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 duties or functions;
- a serious misuse of public funds or public assets;
- gross or systemic mismanagement;
- knowingly directing or counselling a person to commit any of the above.

Annual Report

PIDA requires public sector organizations to report annually on the disclosures received relating to those organizations, whether the disclosures were investigated, and the outcomes of those investigations.

In accordance with PIDA, the following information is reported for Vancouver Community College:

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Disclosures (Sec 38(1))	
Disclosures of wrongdoing in respect of VCC	5
Results (Sec 38(2))	
(a) the number of disclosures received, including referrals of disclosures,	5
And the number acted on	0
And not acted on*	5
(b) the number of investigations commenced as a result of a disclosure	0
(c) in the case of an investigation that results in a finding of wrongdoing,	0
(i) a description of the wrongdoing	N/A
(ii) any recommendations, including those made by the Ombudsperson, and	N/A
(iii) any corrective action taken in relation to the wrongdoing or the reasons why no corrective action was taken	N/A
(d) any other information prescribed by regulation.	N/A

*Disclosures did not meet the definition of wrongdoing under PIDA and were reviewed and addressed through alternative VCC policies.



Reporting Wrongdoing at VCC

Current or former employees who wish to seek advice about disclosing a wrongdoing, make a disclosure, or report reprisal have several options.

VCC has set up a private mailbox with the College's Designated Officer at safedisclosure@vcc.ca for any communication regarding a disclosure or reprisal. The College also maintains *ConfidenceLine*, an independent, confidential, and anonymous reporting channel provided by an independent third-party supplier. This channel allows a discloser to maintain their anonymity while making a report to the College's Designated Officer. *ConfidenceLine* is available at <http://vcc.confidenceline.com>. Employees may also make a disclosure directly to the Ombudsperson of British Columbia.

Prepared by:

A handwritten signature in black ink, appearing to read "Caralee Maloney".

Caralee Maloney
Associate Director, Risk Management and Privacy
VCC Designated Officer