



Building Healthy Minds and Bodies since 1977

4.28 a – ILLEGAL ACTIVITY OR BEHAVIOUR POLICY

PURPOSE

To discourage illegal behaviour and outline reporting expectations for all Okanagan Gymnastics Centre (OGC) employees and volunteers.

POLICY

Employees must not engage in any illegal activity or behaviour while on duty or on OGC property that might create or constitute a hazard to themselves or to any other person.

Illegal activity is any activity forbidden by law. A violation of a law in which there is injury to the public or a member of the public and a term in jail or prison, and/or a fine as possible penalties.

Illegal, suspected illegal or suspicious behaviour must be reported to the Director of Operations or designate for investigation.

PROCEDURE

Employees have a duty to report any situation that they believe disobeys the law, misuses OGC funds or assets, or represents a danger to health and safety of others or a significant danger to the environment.

Employees reporting such behaviour can expect such matters to be treated in confidence, unless disclosure of information is authorized or required by law.

Employees will not be subject to discipline or reprisal for bringing forward, in good faith, allegations of wrongdoing in accordance with this policy.

Failure to comply with this policy will in all likelihood result in discipline up to and including dismissal.

APPROVED BY OGC BOARD OF DIRECTORS APRIL 19, 2017