

Gross Mismanagement



Gross mismanagement is listed as a wrongdoing in the *Public Servants Disclosure Protection Act*.

Amongst the numerous factors considered to make a finding of gross mismanagement, the Office of the Public Sector Integrity Commissioner will take into account the following:

- matters of significant importance;
- serious errors that are not debatable among reasonable people;
- more than trivial wrongdoing or negligence;
- management action or inaction that creates a substantial risk of significant adverse impact upon the ability of an organization, office or unit to carry out its mandate;
- the deliberate nature of the wrongdoing; and
- the systemic nature of the wrongdoing.

It is important to note

that all the information provided in a disclosure is thoroughly reviewed. The nature of the allegations, discretionary factors and restrictions under the Act are taken into consideration when deciding whether or not to investigate.

Have questions, or want to make a disclosure of wrongdoing?

Contact the Office of the Public Sector Integrity Commissioner of Canada

Tel: 613-941-6400 **Toll free:** 1-866-941-6400 www.psic-isp.gc.ca

You may also make a disclosure to the designated senior officer within your organization or to your supervisor. **It's your choice.**