

# 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;
- management action or inaction that poses a serious threat to public confidence in the integrity of the public service, and that does not only concern a personal matter, such as individual harassment complaints or individual workplace grievances;
- 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](http://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.**