

Serious Breach of a Code of Conduct



Serious breach of a code of conduct is listed as a wrongdoing in the *Public Servants Disclosure Protection Act*.

Amongst the numerous factors considered to make a finding of a serious breach of a code of conduct, the Office of the Public Sector Integrity Commissioner will take into account the following:

- the breach represents a significant departure from generally accepted practices within the federal public sector;
- the impact or potential impact of the breach on the organization's employees, clients and the public trust is significant;
- the alleged wrongdoer occupies a position that is of a high level of seniority or trust within the organization;
- there are serious errors which are not debatable among reasonable people;
- the breach of the applicable code(s) of conduct is systemic or endemic;
- there is a repetitive nature to the breaches of the applicable code(s) of conduct or they have occurred over a significant period of time;
- there is a significant degree of willfulness or recklessness related to the breach of the applicable code(s) of conduct; and
- the breach poses a serious threat to public confidence in the integrity of the public service, and does not only concern a personal matter such as individual harassment complaints or individual workplace grievances.

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-ispc.gc.ca**

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