

Leamington Mennonite Home
Long Term Care

**QUALITY & RISK MANAGEMENT
POLICY AND PROCEDURE**

CATEGORY: Incident Reporting	SUBJECT: Whistle Blower Protection	SECTION: D POLICY: 4
DATE: July 12, 2022	Administrator's Signature: _____	

WHISTLE BLOWER PROTECTION

POLICY:

Every person, including Residents' Councils and Family Councils, will receive Whistle Blower protection as set out in the *Fixing Long Term Care Act, 2022, Section 30*.

PROCEDURE:

The QRM Lead will:

- 1) Ensure that no person shall retaliate against another person, whether by action or omission, or threaten to do so because of:
 - anything they disclose to an inspector
 - anything they disclose to the Director, Ministry of Long-Term Care
 - evidence they have or may give in a proceeding, including a proceeding in respect of the enforcement of the *Fixing Long-Term Care Act*, the regulations, or an inquest under the Coroner's Act 2007

The following constitutes retaliation: dismissal, discipline, suspension of a staff, intimidation, coercion, harassment, or imposing a penalty on any person.

- 2) Ensure all staff, volunteers, agency staff, and service providers receive orientation regarding whistle blower protection.
- 3) Ensure the Residents' Council and Family Council are informed of the Whistle Blower policy and protection.
- 4) Post a copy of the Whistle Blower policy on the main Family bulletin board along with a copy of the Act.