

Appendix 1: Whistleblower Protection Frameworks in Selected Jurisdictions

City	Name of Bylaw or Policy	Reporting Structure
City of Vancouver	Whistleblowing Reporting	<ol style="list-style-type: none"> 1. City Manager: The City Manager is responsible for overseeing this policy. 2. General Manager –Human Resources is the Designate under the Policy responsible for administration of the policy.
City of Toronto	Disclosure of Wrongdoing and Reprisal Protection	<ol style="list-style-type: none"> 1. The Auditor General Operate the Fraud and Waste Hotline, undertake preliminary review of allegations of wrongdoing and apply the Disclosure of Wrongdoing and Reprisal Protection provisions 2. The Integrity Commissioner will lead the investigations of alleged reprisals involving Members of City Council or Members of Local Boards. Where it is alleged that a Member of City Council or their staff has committed wrongdoing ,improperly breached confidentiality under these provisions or committed a reprisal, the Integrity Commissioner is responsible for receiving, reviewing, investigating and reporting pursuant to the City of Toronto Act, 2006 and Code of Conduct for Members of City Council.
City of Calgary	Whistle-Blower Program	<ol style="list-style-type: none"> 1. The City Auditor ensures that all reports are subject to an appropriate investigation and resolution. The City Auditor establishes a team to conduct investigations, using available resources and processes within The City. The Manager, Whistle-blower Program, manages the investigative team and reports to the City Auditor.. 2. Allegations directed at members of Council or council's staff are to be reported directly to the Integrity Commissioner.
City of Edmonton	Fraud and Whistleblower Protection Directive	<ol style="list-style-type: none"> 1. Office of the City Auditor 2. If a retaliation complaint implicates the City Manager, employees must submit the complaint to the City Auditor instead of the City Manager. 3. If a retaliation complaint implicates the City Auditor, employees must submit the complaint to the City Manager
City of Hamilton	Whistleblower By-law	<ol style="list-style-type: none"> 1. Director of Audit Services ensures that all reports are subject to an appropriate investigation and resolution. 2. The By-law requires all persons, including employees or members of Council, to co-operate with any investigations or alternative actions and not to obstruct the Director of Audit Services or his or her delegate in carrying out their responsibilities under the By-law. Failure to comply may result in discipline, up to an including dismissal for an employee or a complaint, inquiry and penalty under the Integrity Commissioner By-law for a member of Council.