# **Informal Resolution**



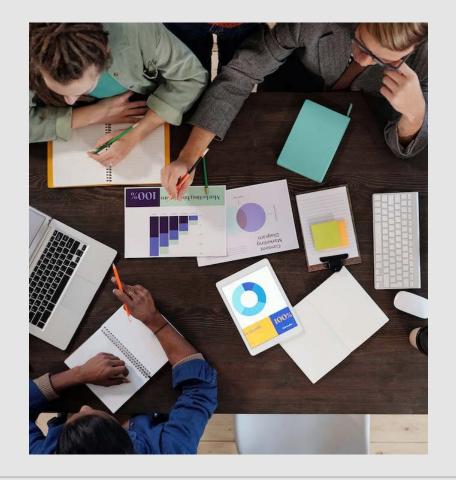
### The Purpose

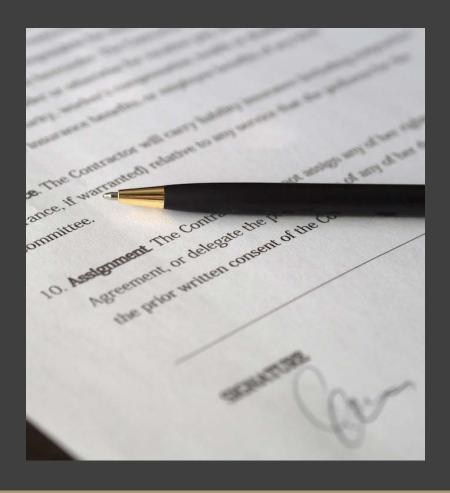
#### An alternative to investigations

Informal resolution is a collaborative process involving ongoing communication with the Commissioner's office and the affected organization to identify and remedy potential wrongdoing outside of a formal investigation.



The goal is to promote public confidence in the organization by working collaboratively.





## Legislative Authority

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When an employee makes a disclosure to the Commissioner, the Commissioner may take any steps the Commissioner considers appropriate to help resolve the matter within the department, public entity, office or prescribed service provider.

- section 17 of the *Public Interest Disclosure* (Whistleblower Protection) Act

### **Applicability**

An opportunity for informal resolution exists where:

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#### Recognition

The organization recognizes a wrongdoing may be occurring within their organization.

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#### **Motivation**

The organization is motivated to work collaboratively to address the matter.

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#### **Ability**

The organization is willing and able to implement meaningful corrective measures.

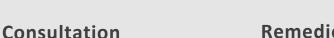
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#### **Nature of Disclosure**

The alleged wrongdoing does not relate to senior executives of the organization.

### The Process





The allegations are reviewed with the organization, and an informal resolution guide is provided by the Commissioner's office detailing the issues that require resolution.



#### Remedies

In collaboration with the Commissioner's office, the organization is given the opportunity to remedy the issues identified. The Commissioner's office provides advice and support as required.



#### Report

The organization reports on any corrective measures taken.



#### Decision

The Commissioner reviews these measures. The Commissioner then decides whether measures are sufficient, or further investigation is required.

### Highlights

Organizations that are motivated and able to recognize alleged wrongdoing can benefit from informal resolution:

Increases employee and public confidence in the organization through meaningful and corrective measures.

Is an alternative route to an investigation.

Promotes collaboration between the organization and the Commissioner to address allegations of wrongdoing.

Encourages the organization to take proactive measures that may correct any identified wrongdoing(s).



9925 – 109 Street, Suite 700 Edmonton, Alberta T5K 2J8 780.641.8659

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