

Whistleblower Protection Policy

It is the intent of Health Partners International of Canada (HPIC) to adhere to all laws and regulations and the underlying purpose of this policy is to support HPIC's goal of legal compliance.

If any employee, volunteer or stakeholder reasonably believes that some policy, practice, or activity of HPIC is in violation of the law, a written complaint should be sent to whistleblower@hpicanada.ca and the message will be automatically relayed to HPIC's Executive Director of Finance and Administration, President and Board Chair.

HPIC will not retaliate against an employee, volunteer or stakeholder who, in good faith, has made a protest or raised a complaint against some practice of HPIC, or of another individual or entity with whom HPIC has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy.

HPIC will protect the confidentiality of any individual making a good-faith report or complaint.

This policy is included in HPIC's Board Manual, Human Resources Manual and is posted on HPIC's website – www.hpicanada.ca/about/policies.

Adopted at HPIC's Board of Directors Meeting June 5, 2014