

# Gross Mismanagement

## Gross mismanagement is listed as a wrongdoing in the Public Servants Disclosure Protection Act.

Among the numerous factors considered to make a finding of gross mismanagement, the Office of the Public Sector Integrity Commissioner will take into account the following:

- matters of significant importance;
- serious errors that are not debatable among reasonable people;
- more than minor wrongdoing or negligence;
- management action or inaction that creates a substantial risk of significant adverse impact upon the ability of an organization, office or unit to carry out its mandate;
- management action or inaction that poses a serious threat to public confidence in the integrity of the public service, and that does not primarily concern a personal matter, such as individual harassment complaints or individual workplace grievances;
- the deliberate nature of the wrongdoing; and
- the systemic nature of the wrongdoing.

## INFORMATION

Do you have questions? Do you 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-isp.gc.ca](http://www.psic-isp.gc.ca)

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

## NOTE

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.

