

# Serious Breach of a Code of Conduct

## A serious breach of a code of conduct is listed as a wrongdoing in the Public Servants Disclosure Protection Act.

Among the numerous factors considered to make a finding of a serious breach of a code of conduct, the Office of the Public Sector Integrity Commissioner will take into account the following:

- The breach represents a significant departure from generally accepted practices within the federal public sector.
- The impact or potential impact of the breach on the organization's employees, clients and the public trust is significant.
- The alleged wrongdoer occupies a position that is of a high level of seniority or trust within the organization.
- There are serious errors that are not debatable among reasonable people.
- The breach of the applicable code(s) of conduct is systemic or endemic.
- There is a repetitive nature to the breaches of the applicable code(s) of conduct or they have occurred over a significant period of time.
- There is a significant degree of willfulness or recklessness related to the breach of the applicable code(s) of conduct.
- The breach poses a serious threat to public confidence in the integrity of the public service, and does not primarily concern a personal matter such as individual harassment complaints or individual workplace grievances.

## 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.

