

Authority: Executive Committee Item EX42.3, adopted as amended, by City of Toronto Council on June 10, 11, 12 and 13, 2014 and MM55.76, moved by Deputy Mayor Norman Kelly, seconded by Councillor Kristyn Wong-Tam, as adopted by City of Toronto Council on August 25, 26, 27 and 28, 2014

**CITY OF TORONTO**

**BY-LAW No. 1001-2015**

**To amend City of Toronto Municipal Code Chapter 192, Public Service.**

The Council of the City of Toronto enacts:

1. City of Toronto Municipal Code Chapter 192, Public Service is amended by adding the following new section under Article VI:

**§ 192-46.1. Agency policies.**

Agencies shall adopt a disclosure of wrongdoing and reprisal protection policy which will, at a minimum, do the following:

- (1) define wrongdoing;
- (2) establish mechanisms for employees to disclose wrongdoing;
- (3) establish a clear investigative process to investigate allegations of wrongdoing;
- (4) establish reprisal protection for employees who make an allegation of wrongdoing in good faith; and
- (5) require a report annually to the Agency Board on allegations of wrongdoing and their resolution.

Enacted and passed on October 2, 2015.

Frances Nunziata,  
Speaker

Ulli S. Watkiss,  
City Clerk

(Seal of the City)