How a complaint of <u>reprisal</u> is processed at the Office of the Public Sector Integrity Commissioner of Canada (PSIC)



Complaint of reprisal received

 Complaints can be submitted through PSIC website, in person, by mail or fax.





Case Admissibility Review

• 15 days to complete for reprisal complaints as per the Act.



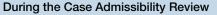


Could potentially be reprisal under the Public Servants Disclosure Protection Act?





- · Complainant advised.
- File closed.



- All information provided in the complaint 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.





Investigation



- Targeted service standard: 1 year to complete.
- PSIC conducts administrative investigations.
- Any criminal activities may be referred to the proper policing authority.
- The investigator may recommend conciliation between the parties.





During the Investigation Stage

- The right to procedural fairness and natural justice of all persons involved in investigations are

PSIC investigator gathers evidence and speaks

respected throughout the investigation process.

to witnesses.

- Preliminary investigation report is shared with all affected parties, including the organization's chief executive, for their comments and any additional information.
- Investigator finalizes report and makes recommendations to Commissioner for decision.





- Parties advised.
- File closed.





Commissioner has reasonable grounds to believe that a reprisal was taken?





Refers the file to the Public Servants Disclosure Protection Tribunal for a hearing and final decision.

