

Whistleblower Policy

Effective Date: September 04, 2025

Our Commitment

Prairie Sky Recovery is committed to maintaining the highest standards of ethics, honesty, and integrity. We expect everyone—staff, clients, and leadership—to act responsibly and respectfully. We also strive to ensure transparency in our operations and financial practices.

Purpose of This Policy

- Encourage reporting of illegal, unethical, or harmful behavior.
- Protect our reputation and relationships.
- Ensure financial and operational accountability.
- Assure staff and clients that they are safe from retaliation when reporting concerns in good faith.

What Can Be Reported?

- Illegal or unethical activity
- Fraud or financial misconduct
- Unsafe practices or violations of policy
- Concerns about accounting, auditing, or internal controls
- Any behavior that compromises the well-being of clients, staff, or the organization

Who Can Report?

This policy applies to employees, contractors, volunteers, clients, and anyone affiliated with Prairie Sky Recovery.

Your Protection

If you report a concern in good faith, you will not face retaliation, harassment, or negative consequences. Anyone who retaliates against a whistleblower may face disciplinary action, including termination.

How to Report a Concern

You can report a concern by speaking with a staff member or supervisor, contacting a manager.

Phone: [1-888-519-4445]

Email: [contactpsr@prairieskyrecovery.ca]

Confidentiality

We treat all reports as confidential. Your identity will be protected as much as possible unless required for a fair investigation or by law. Anonymous reports are accepted but may limit our ability to follow up.

What Happens Next?

If you include your name, we'll acknowledge your report within [X] business days. All reports are investigated promptly, and corrective action will be taken if necessary.

Acting in Good Faith

Please only report concerns you genuinely believe to be true. False or malicious reports may lead to disciplinary action.