





CG-002 Disclosure and Protected Disclosure & Why it Matters

- The Calgary Stampede has high standards for personal ethics and conduct for individuals involved with its programs and activities, and we encourage a culture of integrity and accountability.
- Everyone involved with Stampede programs and activities is encouraged to raise concerns about misconduct or perceived misconduct without risk of reprisal so that concerns can be investigated and addressed.



Who does this apply to? This policy applies to all Stampede Volunteers and Employees.



What You Need to Know

- The Stampede provides its Members and Stakeholders with guidance on how to escalate concerns about misconduct.
- Members may report concerns about misconduct, and the Stampede is responsible for investigating and addressing those concerns.
- The Stampede may receive, investigate and take action with respect to the reported conduct, which may impact individual's employment or involvement with the Stampede.
- Examples of misconduct include but are not limited to:
 - Fraud or financial misrepresentation
 - Misuse of Stampede funds or assets
 - Harassment, discrimination, or workplace violence
 - Health and safety threats
 - Unethical or illegal behavior
 - Forced labour or human trafficking links



Reporting Misconduct

- Concerns may be reported verbally or in writing to a Leader, Volunteer Services, Employee Services or through the Confidential Safe Reporting Service, though anonymity may limit the Stampede's ability to investigate.
- If the concern involves a Leader, it should be reported to a more senior Leader or to Volunteer Services or Employee Services.
- Anyone receiving a misconduct report must immediately forward it to Volunteer or Employee Services.
- Verbal reports should be documented in detail including name, nature and details of the misconduct, and any evidence.
- All reports made, whether to a leader, Volunteer Services, Employee Services or the Confidential Safe Reporting Line, are confidential.
- Information will only be disclosed for the purposes of investigating and addressing the complaint, or if required by law.
- Individuals who report in good faith are protected from reprisal.
- False or malicious reports may lead to disciplinary action.

**Confidential
Reporting Line:**



1-833-648-4437



reporting@activatehr.ca



How this helps YOU

- Protects Members and the organization by addressing harmful or unethical behavior early.
- Encourages a culture of openness, responsibility and integrity.
- Ensures legal compliance and alignment with the Stampede's values.
- Offers a safe and confidential path for anyone to speak up without fear of retaliation.
- Maintains trust with Employees, Volunteers and the public through clear and fair processes.





Real-World Impact

What happens if someone spots a misuse of funds or unsafe practices?

With this policy, they know exactly where to report it and that it will be taken seriously. Whether reported in person to their Leader, Volunteer Services or Employees Services, or through the Confidential Safe Reporting Line, the concern is investigated, action is taken and the reporter is protected from retaliation.



Where to go for help

- The full Disclosure and Protected Disclosure Policy and more information about the Confidential Safe Reporting Line can be found on the Volunteer Website or the Intranet and People System for Employees.
- Leaders who have questions about this policy may contact the Corporate Secretary or the Chair of Governance and People.

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