



2025-2026 Annual Report on Addressing Misconduct and Wrongdoing at the Canada School of Public Service



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Introduction

In the interest of transparency and accountability, the Canada School of Public Service (the School) is publishing its second annual report on employee misconduct and wrongdoing, presenting data for the 2025–2026 fiscal year.

This report reflects the combined efforts of key internal partners, including the Values and Ethics team, Labour Relations, the Security team, the Harassment and Violence Prevention and Resolution team, and the Disclosure of Wrongdoing Office. It summarizes cases of misconduct and wrongdoing that were substantiated within the department during the 2025–2026 fiscal year, as well as the measures taken by the School in response to these cases.

The report also provides an overview of the informal and formal mechanisms available to employees for reporting concerns, ensuring they are aware of the resources and support systems in place.

Your feedback is important to support continuous improvement of future editions of this annual report. Please send comments and suggestions to valuesandethics-valeursetethique@csps-efpc.gc.ca.

Departmental Context

The School fulfills its mandate with the contribution of approximately 700 employees across the country, providing a range of learning activities to build individual and organizational capacity and management excellence within the public service.

As stated in the [Values and Ethics Code for the Public Sector](#), the School is responsible for taking steps to integrate the five core values into its decisions, actions, policies, processes and systems. These values guide employees in all aspects of their work. Individuals working for or on behalf of the School are expected to demonstrate these principles through their daily actions and behaviours. In accordance with the [Code of Conduct for the Canada School of Public Service](#), all individuals interacting with the School, including employees, consultants or learners can expect to be treated in a manner that reflects these values.

Misconduct and Wrongdoing

Misconduct is defined as any action whereby an individual willfully contravenes an act, a regulation, a rule, a departmental or Treasury Board policy instrument, an approved procedure, a departmental code of conduct, a reasonable and lawful management request, or the Values and Ethics Code for the Public Service. In essence, misconduct refers to any deliberate action that violates the obligations an employee agrees to abide by when joining the department.

Wrongdoing is strictly used to describe incidents addressed under the [Public Servant Disclosure Protection Act](#). As per the Act, wrongdoing is defined as:

- a. a contravention of any act of Parliament or of the legislature of a province, or of any regulations made under any such act, other than a contravention of section 19 of the *Public Servant Disclosure Protection Act*
- b. a [misuse of public funds or a public asset](#)
- c. a [gross mismanagement in the public sector](#)
- d. an act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is inherent in the performance of the duties or functions of a public servant
- e. a [serious breach of a code of conduct](#) established under section 5 or 6 of the *Public Servant Disclosure Protection Act*
- f. knowingly directing or counselling a person to commit a wrongdoing set out in any of paragraphs (a) to (e)

Addressing Misconduct and Wrongdoing at the Canada School of Public Service

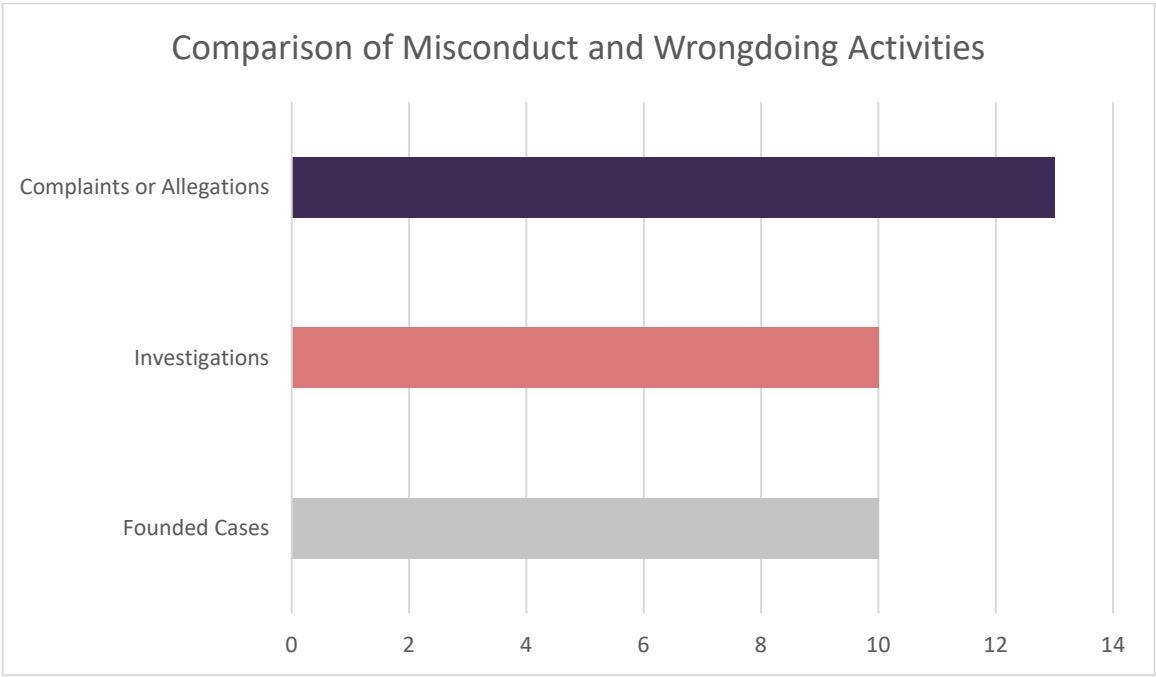
All School employees should feel confident and safe reporting any concerns or situations regarding potential misconduct or wrongdoing, without fear of reprisal. Several recourse processes are available to employees who encounter situations of real or apparent misconduct or wrongdoing. Additional details on these processes, mechanisms and resources, are provided in Annex A.

Managers serve as a key first point of contact in providing guidance and support to employees throughout the process and addressing any concerns. Employees may also contact [Health Canada's Ombuds services](#) for confidential and informal services, assistance and to navigate the various recourse options available to them.

The School addresses all suspected cases of misconduct and wrongdoing in accordance with the policies and guidance of the department and the Government of Canada. This includes ensuring fair and objective investigative processes when required, conducting investigations in a timely manner, taking all appropriate measures to protect the confidentiality of collected information and the privacy of individuals involved, and upholding procedural fairness throughout the process.

2025–2026 Findings

In fiscal year 2025–2026, thirteen (13) complaints or allegations of misconduct or wrongdoing were brought forward. Two (2) cases were resolved informally, one (1) case is ongoing and ten (10) cases resulted in internal investigations being launched. Of these, ten (10) disciplinary cases were deemed founded and resulted in one (1) oral reprimand, three (3) written reprimands, and six (6) suspensions without pay.



Conclusion

The 2025–2026 Annual Report on Addressing Misconduct and Wrongdoing at the Canada School of Public Service reflects the department’s ongoing commitment to ethical conduct, accountability and transparency.

This report highlights the department's dedication to thoroughly investigating all allegations of misconduct and wrongdoing, and to ensuring that appropriate action is taken in cases where allegation are substantiated.

In addition, the report provides valuable information on the resources, support services, and recourse mechanisms available to School employees, with the objective of raising awareness and empowering individuals to actively contribute to fostering a respectful, healthy and inclusive workplace.

Above all, this report reaffirms the department's unwavering commitment to upholding high standards of professionalism and ethical conduct.

Annex A

Everyone has both the right and the responsibility to speak up when concerns arise. All employees, can report an issue or concern in good faith, regardless of their employment classification or status.

Follow the steps below if you have experienced, witnessed or been informed of an incident.

Step 1

Contact:

- your manager, if you feel comfortable to do so
- the Health Canada Ombuds services as a confidential safe space for employees to raise concerns outside the formal reporting channels. You can contact this service by email at eas-ombuds-sae@hc-sc.gc.ca or by using their confidential line at 1-844-899-3609, option 3

Depending on the issue and your situation, you may also want to speak to a union representative. Executives can reach out to the [Association of Professional Executives of the Public Service of Canada](#).

Step 2

The following School teams can help you initiate informal and formal mechanisms, including investigations into misconduct and wrongdoing.

- The [Values and Ethics team](#) provides advice and guidance on the [Values and Ethics Code for the Public Service](#), the [Code of Conduct for the Canada School of Public Service](#), and related guidance.
- The [Workplace Harassment and Violence Prevention and Resolution team](#) is responsible for preventing and addressing incidents of harassment and violence in the workplace, while ensuring confidentiality through the process.
- The [Disclosure of Wrongdoing Office](#) supports a healthy, ethical workplace where employees feel safe raising concerns, including possible wrongdoing.
- The [Labour Relation team](#) provides advice to management on labour relations, performance management, discipline, and grievances.
- The [Security team](#) is responsible for protecting and informing the School's employees, as well as safeguarding its physical and information assets.