



THE POWER OF VISION

Manitoba Hydro-Electric Board 60th Annual Report
For the Year Ended March 31, 2011

Integrity Program

Manitoba Hydro encourages employees and others to speak up on matters of concern without fear of reprisal, through its Integrity Program. All disclosures under the Integrity Program are protected by strict rules of confidentiality.

Below is a summary of all disclosures received during 2010-11 which allege wrongdoing as defined in The Public Interest Disclosure (Whistleblower Protection) Act:

Total number of disclosures received:	15
Number of disclosures ongoing from 2009-10:	6
Number of disclosures acted upon:	21
Number of disclosures not acted upon:	0
Number of investigations commenced/continued:	21
Number of disclosures that were verified:	7

Corrective action was taken for each verified incident, as follows:

- An employee was disciplined for mis-recording vacation and sick time for themselves and their relatives,
- A First Nation terminated an employee for altering invoices payable to the corporation,
- In three instances, employees were disciplined for sexual harassment of a co-worker,
- A contractor's employee was removed from work for the corporation for sexual harassment of employees,
- A supervisor received counselling on the need to accommodate an employee with a disability.