

**COMMISSION OF INQUIRY
INTO THE SPONSORSHIP PROGRAM
AND ADVERTISING ACTIVITIES**

BEFORE COMMISSIONER JOHN H. GOMERY

**MOTION TO BE GRANTED STANDING AS PARTICIPANT
AND
WRITTEN REPRESENTATIONS OF THE PROPOSED PARTICIPANT
THE PUBLIC SERVICE INTEGRITY OFFICER**

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**COMMISSION OF INQUIRY
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MOTION TO BE GRANTED STANDING TO PARTICIPATE

The Public Service Integrity Officer (“PSIO”) hereby makes a motion to Commissioner John H. Gomery in writing pursuant to Rule 3 of the *Rules of Procedure and Practice* of the Commission of Inquiry.

THE MOTION IS FOR:

1. A decision, pursuant to Rule 3 of the *Rules of Procedure and Practice*, granting the PSIO standing to participate in portions IA and IB of this Inquiry, with the right: to access to documents filed with or produced to the Commission which are relevant to the Inquiry and subject to the *Rules of Procedure and Practice*; obtain advance notice of witnesses and documents which are proposed to be examined and introduced into evidence by Commission counsel; obtain advance provision of statements of anticipated evidence, if applicable; a seat at the counsel table; the opportunity to suggest witnesses to be called by Commission counsel, and the opportunity to apply for an order that a particular witness be summoned to appear; the right to examine and cross-examine any public servant appearing as witness on matters relevant to the basis upon which the standing of the PSIO is granted; and the right to make closing submissions;
2. granting standing to the PSIO to participate in Phase II of this Inquiry with the right to make representations to the Commission on the PSIO experience and evaluation of the *Policy on the Internal Disclosure of Information Concerning Wrongdoing in the Workplace* (hereinafter “the *Disclosure Policy*”);

THE GROUNDS FOR THE MOTION ARE:

1. Rule 3 of the *Rules of procedure and Practice* of the Commission;
2. The Commissioner is mandated to investigate and report on questions raised, directly or indirectly, by Chapters 3 and 4 of the November 2003 Report of the Auditor General of Canada to the House of Commons with regard to the sponsorship program and advertising activities of the Government of Canada and to make any recommendations that he considers advisable to prevent mismanagement of sponsorship programs or advertising activities in the future;
3. In developing its recommendations, the Commissioner is required to take into consideration the introduction of legislation regarding the protection of whistleblowers in the federal public service as stated in sub-paragraph (b) i) of the Terms of Reference;
4. The Issues List of Phase IA includes a consideration by the Commissioner of whether the procedures, structures reporting lines and systems for approvals and internal controls implemented by the Government of Canada were sufficient, and the culture and structure in the Government of Canada discouraged whistleblowing;
5. On November 30, 2001, the President of the Treasury Board issued, on behalf of the Treasury Board, in accordance with Section 11 (2) of the *Financial Administration Act*, R.S.C. 1985, c. F-10, the *Policy on the Internal Disclosure of Information Concerning Wrongdoing in the Workplace* (hereinafter “the *Disclosure Policy*”);
6. The Treasury Board *Disclosure Policy* sets out a governmental internal reporting mechanism for federal public service employees who may bring forward information and allegations of wrongdoing within the public service so that these may be investigated and corrected;
7. The *Disclosure Policy* provides for a government wide administrative investigative process into the allegations of wrongdoing to be conducted by the Public Service Integrity Officer whose mandate “is to act as a neutral entity on matters of internal disclosure of wrongdoing”;
8. The PSIO must prepare an annual report to the President of the Privy Council for tabling in Parliament concerning his activities and making recommendations to improve the Policy, including legislative proposals.

9. The purpose of the PSIO participation will be to assist the Commission by fully participating at the hearings, making submissions and representations on the PSIO jurisdiction, experience and evaluation of the *Disclosure Policy*, as well as to provide his recommendations to improve the disclosure process including legislative proposals.
10. On March 8, 2004, the *Disclosure Policy* was modified by Treasury Board to ensure that the protection against reprisal covers “public servants who provide information and testimony in good faith in the course of ... an inquiry under Part I of the *Inquiries Act* related to the 2003 Report of the Auditor General.”
11. By participating in the work of the Commission of Inquiry into the Sponsorship Program and Advertising Activities, the Office of the PSIO will be in a better position to effectively offer the protection against reprisal to public servants who will appear before the Commission.
12. The PSIO will also assist the Commission in the making of its recommendations concerning the protection of whistleblowers in the federal public service and suggesting ways and means, including legislative proposals to enhance this protection;
13. The PSIO has a very unique mandate in investigating matters of wrongdoing within the Federal Public Service that is quite distinct from that of the Attorney General of Canada who will generally assist and provide advice to departmental representatives during PSIO investigations;
14. Such further grounds as counsel may advise and the Commission may permit.

THE FOLLOWING MATERIALS will be relied upon:

- a. Affidavit of Normand Desjardins affirmed June 14, 2004, together with the exhibits attached thereto;
- b. Such further and other materials as counsel may advise and the Commissioner may allow.

DATED at Ottawa, this 14th day of June, 2004.

Jean-Daniel Bélanger
Counsel for the Proposed Participant
Public Service Integrity Officer

**COMMISSION OF INQUIRY
INTO THE SPONSORSHIP PROGRAM
AND ADVERTISING ACTIVITIES**

**WRITTEN REPRESENTATIONS OF THE PROPOSED PARTICIPANT
PUBLIC SERVICE INTEGRITY OFFICER**

PART I

The Nature of the Inquiry

1. The Commissioner is mandated to investigate and report on questions raised, directly or indirectly, by Chapters 3 and 4 of the November 2003 Report of the Auditor General of Canada to the House of Commons with regard to the sponsorship program and advertising activities of the Government of Canada and to make any recommendations that he considers advisable to prevent mismanagement of sponsorship programs or advertising activities in the future.
2. In developing its recommendations, the Commissioner is required to take into consideration the introduction of legislation regarding the protection of whistleblowers in the federal public service as stated in paragraph (b) i) of the Terms of Reference.
3. The Issues List of Phase IA includes a consideration by the Commission of whether the procedures, structures, reporting lines and systems for approvals and internal controls implemented by the Government of Canada were sufficient, and the culture and structure in the Government of Canada discouraged whistleblowing.

The Mandate of the Public Service Integrity Officer

4. Pursuant to Section 11 (2) of the *Financial Administration Act*, R.S.C. 1985, c. F-10, the Treasury Board may, in the exercise of its responsibilities in relation to personnel management including its responsibilities in relation to employer and employee relations in the federal public service, provide for such matters, as the Treasury Board considers necessary for effective personnel management in the public service.

Financial Administration Act, R.S.C. 1985, c. F-10, s. 11(2).

5. In June of 2001, the President of the Treasury Board announced, on behalf of the Treasury Board, in accordance with Section 11 (2) of the *Financial Administration Act*, R.S.C. 1985, c. F-10, the *Policy on the Internal Disclosure of Information Concerning Wrongdoing in the Workplace* (hereinafter "*Disclosure Policy*") to become effective on November 30th, 2001. Attached hereto and marked as Exhibit "A" is a copy of the *Disclosure Policy*.

Affidavit of Normand Desjardins affirmed June 14, 2004,
Exhibit "A", p. 6

6. On November 6, 2001, the Governor General in Council, through an Order in Council, appointed Dr. Edward Keyserlingk as the first Public Service Integrity Officer, to act in that capacity in accordance with the responsibilities set forth for the PSIO within the *Disclosure Policy*, such appointment to be effective November 30, 2001, pursuant to the *Special Appointment regulations, No 2001-14, P.C 2001-2058*.

7. The PSIO is an independent and neutral federal administrative investigative body created by the *Disclosure Policy* to receive internal disclosures, investigate allegations of wrongdoing contained therein throughout the public service, and protect from reprisal public servants who make good faith disclosures.

Affidavit of Normand Desjardins affirmed June 14, 2004,
Exhibit "A", Responsibilities of the PSIO at page 6.

8. On March 8, 2004, the *Disclosure Policy* was modified by Treasury Board to ensure that the protection against reprisal covers "public servants who provide information and testimony in good faith in the course of ... an inquiry under Part I of the *Inquiries Act* related to the 2003 Report of the Auditor General."

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit "A",
at "Effective Date" on page 3, Responsibilities of the PSIO on page 7,
and "Protection from reprisal" on page 8.

PART II

STANDING OF THE PSIO

9. Should the PSIO be granted standing to participate in this Inquiry?
10. For the reasons which follow, the PSIO submits respectfully that, if granted full standing participant, he is in the best position to provide meaningful input on his jurisdiction, experience and evaluation of the federal *Disclosure Policy* which will assist and enhance the work of the Commission in the making of its recommendations concerning a federal disclosure and investigate processes, the protection of whistleblowers in the federal public service, and suggesting ways and means, including legislative proposals, to enhance these processes and associated protection.
11. By participating in the work of the Commission of Inquiry into the Sponsorship Program and Advertising Activities, the Office of the PSIO will be in a better position to effectively offer the protection against reprisal to public servants who will appear before the Commission.

PART III

REPRESENTATIONS

Generalities

12. The PSIO will assist the Commission in its determination of any issues raised during the Inquiry as they relate, directly or indirectly, to his jurisdiction and experience under the *Disclosure Policy*.
13. The PSIO has a very unique mandate in investigating matters of wrongdoing within the federal public service that is quite distinct and independent from that of the Attorney General of Canada who will generally assist and provide advice to departmental representatives during the PSIO investigations.

Background

The Disclosure Policy

14. The *Disclosure Policy* provides for a governmental internal review mechanism for federal public service employees to bring forward information and allegations of wrongdoing within the public service, and provides for an independent investigative process on the allegations of wrongdoing.

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit "A",
p. 10

15. The *Disclosure Policy* applies to all federal public service employees working within departments and agencies listed in Part 1 of Schedule I of the *Public Service Staff Relations Act*, R.S. 1985, c. P-35, and for which the Treasury Board acts as the "employer" within the meaning of that Act.

Public Service Staff Relations Act, R.S. 1985, c. P-35, Schedule I, Part 1,
Affidavit of Normand Desjardins affirmed June 14, 2004,
Exhibit "A", under "Application", at pages 3 and 4.

The Responsibilities of the Public Service Integrity Office

16. The Treasury Board *Disclosure Policy* indicates that “the mandate of the Public Service Integrity Officer is to act as a neutral entity on matters of internal disclosure of wrongdoing.”

Affidavit of Normand Desjardins affirmed June 14, 2004,
Exhibit “A” at page 6.

17. The *Disclosure Policy* defines wrongdoing as “an act or omission concerning: (a) a violation of any law or regulation; or (b) a breach of the *Values and Ethics Code for the Public Service*; or (c) misuse of public funds or assets; or (d) gross mismanagement; or (e) a substantial and specific danger to the life, health and safety of Canadians or the environment.”

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “A”,
p. 3.

18. More particularly, the mandate of the PSIO is to assist federal public service employees who believe that their disclosure cannot be disclosed within their own federal department, or those who raised their disclosure issue(s) in good faith through their internal departmental mechanisms but believe that the disclosure was not appropriately addressed.

19. The *Disclosure Policy* sets out the responsibilities of the PSIO. Among them, the PSIO receives, records and reviews the “disclosures of wrongdoing”, defined in the *Disclosure Policy* as any “information raised within the organization in good faith, based on reasonable belief, by one or more employees concerning a wrongdoing that someone has committed or intends to commit.”

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “A”,
p. 6.

20. Also among its responsibilities, the PSIO has the discretion to “establish if there are sufficient grounds for further action and review”, and “to initiate investigation when required, to review the results of investigations and prepare reports, and to make recommendations to deputy heads [of federal departments and agencies] on how to address or correct the disclosure [of wrongdoing].”

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “A”,
p. 6 and 7.

21. Finally, one of the PSIO responsibilities is “to protect from reprisal employees who disclose information concerning wrongdoing in good faith.”

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “A”.

22. On March 8, 2004, the *Disclosure Policy* was modified by the Treasury Board to ensure that the protection against reprisal covers “public servants who provide information and testimony in good faith in the course of ... an inquiry under Part I of the *Inquiries Act* related to the 2003 Report of the Auditor General.”

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “A”, at “Effective Date” on page 3, Responsibilities of the PSIO on page 7, and “Protection from reprisal” on page 8.

23. By participating in the work of the Commission of Inquiry into the Sponsorship Program and Advertising Activities, the Office of the PSIO will be in a better position to effectively offer the protection against reprisal to public servants who will appear before the Commission.

The Distinct Interest of the PSIO

24. Since the *Disclosure Policy* provides a neutral and independent mandate to the PSIO to investigate allegations of wrongdoing within the federal public service, the PSIO submits that he has a separate and distinct ascertainable interest and perspectives from that of the Attorney General of Canada who represents the interest of the Government of Canada.
25. The PSIO is in the best position to provide meaningful input on his jurisdiction, experience and evaluation of the federal *Disclosure Policy* that will assist and enhance the work of the Commission in the making of its recommendations concerning a federal disclosure and investigate processes.
26. The PSIO will also assist the Commission in the making of its recommendations concerning the protection of whistleblowers within the federal public service and suggesting ways and means, including legislative proposals to enhance this protection.

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit “B”, *2002-2003 Annual Report to Parliament*, and Exhibit “C”, *Working Group on the Disclosure of Wrongdoing, report: January 29, 2004*.

27. It is on this basis that the PSIO obtained standing before the Federal Court of Canada on an application of judicial review of one of his report.

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit "D".

28. It is on the same basis that he provided written and verbal "Submissions to the House Standing Committee on Government Operations and Estimates on Bill C-25, the *Public Servants Disclosure Protection Act*".

Affidavit of Normand Desjardins affirmed June 14, 2004, Exhibit "E".

Dispensation of Adherence to Rule 3

29. Pursuant to Rule 23 of the *Rules of Procedure and Practice*, the Commissioner has discretion to dispense any party or participant to adhere to the Rules established by the Commission.
30. The PSIO requests a dispense from complying with the time prescribed of May 31, 2004, set in Rule 3 to file a motion to be granted standing.
31. The time prescribed was inadvertently missed and the decision to file a motion for standing has been made immediately after the PSIO was made aware, on June 11, 2004, that it could be filed.
32. The PSIO requests to be allowed to make oral submissions at the Commission public standing hearing in Ottawa, on June 21 to 23, 2004.

Conclusion

33. The PSIO is in good position to assist the Commission in the determination of any issue related to the jurisdiction of the PSIO and the PSIO has clearly an ascertainable interest in this Inquiry as it relates to his mandate concerning the protection against reprisal of any public servant participating into this Inquiry.

PART IV


DECISION REQUESTED

34. It is respectfully requested that Commissioner John H. Gomery grant the following standing:
1. The Public Service Integrity Officer be granted full participant standing for the portions of Phases IA and IB of the Inquiry as they relate to any participation of any public servants during the Inquiry.
 2. That the Public Service Integrity Officer be granted full participant standing with the right to:
 - (a) access to documents filed with or produced to the Commission which are relevant to the Inquiry and subject to the *Rules of Procedure and Practice*;
 - (b) obtain advance notice of witnesses and documents which are proposed to be examined and introduced into evidence by Commission counsel;
 - (c) obtain advance provision of statements of anticipated evidence, if applicable;
 - (d) a seat at the counsel table;
 - (e) the opportunity to suggest witnesses to be called by Commission counsel, and the opportunity to apply for an order that a particular witness be summoned to appear;
 - (f) the right to examine and cross-examine any public servant appearing as witness on matters relevant to the basis upon which the standing of the PSIO is granted; and
 - (g) the right to make closing submissions.
 3. That the Public Service Integrity Officer also be granted standing as full participant into Phase II of this Inquiry as with respect to the work of the Commission relating to “whistleblowing”.

29. That Commissioner John H. Gomery exercises his discretion to dispense the Public Service Integrity Officer from complying with the time prescribed in Rule 3 of the *Rules of Procedure and Practice* to file this Motion to be granted standing.
30. That Commissioner John H. Gomery allows the Public Service Integrity Officer to make oral submissions at the Commission public standing hearing in Ottawa, on June 21 to 23, as prescribed by Rule 4 of the *Rules of Procedure and Practice*.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

DATED at Ottawa, this 14th day of June, 2004.



Jean-Daniel Bélanger
Counsel for the Proposed Participant
The Public Service Integrity Officer

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**COMMISSION OF INQUIRY
INTO THE SPONSORSHIP PROGRAM
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AFFIDAVIT OF NORMAND DESJARDINS

I, Normand Desjardins, of the City of Ottawa, in the Province of Ontario, SOLEMNLY AFFIRM THAT:

1. I am a Senior Investigator of the Public Service Integrity Officer, the proposed participant herein. As such, I have knowledge of the matters deposed to in this affidavit.

The Status of the Public Service Integrity Officer:

2. The Public Service Integrity Officer ("PSIO") is an independent and neutral federal investigative body created through a Treasury Board of Canada policy pursuant to *Financial Administration Act*, R.S.C. 1985, c. F-10, s. 11(2).
3. Pursuant to Section 11 (2) of the *Financial Administration Act*, R.S.C. 1985, c. F-10, the Treasury Board may, in the exercise of its responsibilities in relation to personnel management including its responsibilities in relation to employer and employee relations in the federal public service, provide for such matters, as the Treasury Board considers necessary for effective personnel management in the public service.
4. On November 30, 2001, the President of the Treasury Board issued, on behalf of the Treasury Board, in accordance with Section 11 (2) of the *Financial Administration Act*, R.S.C. 1985, c. F-10, the *Policy on the Internal Disclosure of Information Concerning Wrongdoing in the Workplace* (hereinafter "the Disclosure Policy"). Attached hereto and marked as Exhibit "A" is a copy of the Disclosure Policy.

5. On November 6, 2001, the Governor General in Council, through an Order in Council, appointed Dr. Edward Keyserlingk as the Public Service Integrity Officer, to act in that capacity in accordance with the responsibilities set forth for the PSIO within the Disclosure Policy, such appointment to be effective November 30th, 2001, pursuant to the *Special Appointment Regulations, No 2001-14*, P.C 2001-2058.

The Matter Before the Commission of Inquiry

6. The Commission is mandated to investigate and report on questions raised, directly or indirectly, by Chapters 3 and 4 of the November 2003 Report of the Auditor General of Canada to the House of commons with regard to the sponsorship program and advertising activities of the Government of Canada and to make any recommendations that he considers advisable to prevent mismanagement of sponsorship programs or advertising activities in the future.
7. In developing its recommendations, the Commission is required to take into consideration the newly introduced legislation regarding the protection of whistleblowers in the federal public service as stated in paragraph (b) i), of the Terms of Reference.
8. The Issues List of Phase IA includes a consideration by the Commission of whether the culture and structure in the Government of Canada discouraged whistleblowing.
9. The PSIO is in the best position to assist the Commission in the determination of its recommendations concerning the protection of whistleblowers in the federal public service.

The Disclosure Policy

10. The Disclosure Policy sets out a governmental internal review mechanism for federal public service employees to bring forward information and allegations of wrongdoing within the public service, and provides for an investigative process on the allegations of wrongdoing (Exhibit "A" attached hereto, Policy Objective, p. 11).

11. The Disclosure Policy applies to all federal public service employees working within departments and agencies for which the Treasury Board act as the “employer” within the meaning of and in accordance with the *Public Service Staff Relations Act*, R.S. 1985, c. P-35 (Exhibit “A”, attached hereto, Application, at pages 3 and 4).

The Mandate of the Public Service Integrity Officer

12. The Treasury Board Disclosure Policy indicates that “the mandate of the Public Service Integrity Officer is to act as a neutral entity on matters of internal disclosure of wrongdoing” (Exhibit “A” attached hereto, Responsibilities of the Public Service Integrity Officer, p. 6).
13. The Disclosure Policy defines wrongdoing as “an act or omission concerning: (a) a violation of any law or regulation; or (b) a breach of the *Values and Ethics Code for the Public Service*; or (c) misuse of public funds or assets; or (d) gross mismanagement; or (e) a substantial and specific danger to the life, health and safety of Canadians or the environment” (Exhibit “A” attached hereto, Definitions, p. 3).
14. More particularly, the mandate of the PSIO is to assist federal public service employees who believe that their disclosure cannot be disclosed within their own federal department, or those who raised their disclosure issue(s) in good faith through their internal departmental mechanisms but believe that the disclosure was not appropriately addressed (Exhibit “A”, attached hereto, Responsibilities of the Public Service Integrity Officer, first paragraph, p. 6).
15. The Disclosure Policy sets out the responsibilities of the PSIO. Among them, the PSIO receives, records and reviews the “disclosure”, defined in the Disclosure Policy as any “information raised within the organization in good faith, based on reasonable belief, by one or more employees concerning a wrongdoing that someone has committed or intends to commit” (Exhibit “A” attached hereto, Definitions, p. 3).
16. Also among its responsibilities, the PSIO has the discretion to “establish if there are sufficient grounds for further action and review”, and “to initiate investigation when required, to review the results of investigations and prepare reports, and to make recommendations to deputy heads on how to address or correct the disclosure” (Exhibit “A”, attached hereto, paragraphs no. 3 and 5, pp. 6 and 7).
17. Finally, one of the PSIO responsibilities is “to protect from reprisal employees who disclose information concerning wrongdoing in good faith” (Exhibit “A” attached hereto, paragraph no. 8, p. 7).

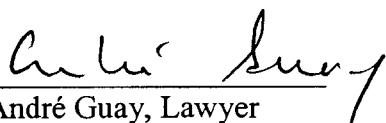
18. On March 8, 2004, the *Disclosure Policy* was modified by Treasury Board to ensure that the protection against reprisal covers “public servants who provide information and testimony in good faith in the course of ... an inquiry under Part I of the *Inquiries Act* related to the 2003 Report of the Auditor General.” (Exhibit “A”, attached hereto, Protection from reprisal, p. 8).
19. By participating in the work of the Commission of Inquiry into the Sponsorship Program and Advertising Activities, the Office of the PSIO will be in a better position to effectively offer the protection against reprisal to public servants who will appear before the Commission.

The Distinct Interest of the PSIO

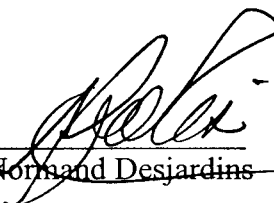
20. Since the *Disclosure Policy* provides a neutral and independent mandate to the PSIO to investigate allegations of wrongdoing within the federal public service, the PSIO submits that he has a separate and distinct ascertainable interest and perspectives from that of the Attorney General of Canada who represents the interest of the Government of Canada.
21. The PSIO is in the best position to provide meaningful input on his jurisdiction, experience and evaluation of the federal *Disclosure Policy* that will assist and enhance the work of the Commission in the making of its recommendations concerning a federal disclosure and investigate processes.
22. The PSIO will also assist the Commission in the making of its recommendations concerning the protection of whistleblowers within the federal public service and suggesting ways and means, including legislative proposals to enhance this protection (Exhibit “B”, attached hereto, *2002-2003 Annual Report to Parliament*, and Exhibit “C”, attached hereto, *Working Group on the Disclosure of Wrongdoing, report: January 29, 2004*).
23. It is on this basis that the PSIO obtained standing before the Federal Court of Canada on an application of judicial review of one of his report. (Exhibit “D”, attached hereto, Order by Madam Prothonotary Aronovitch dated 15 December, 2003).

24. It is on the same basis that he provided written and verbal "Submissions to the House Standing Committee on Government Operations and Estimates on Bill C-25, the *Public Servants Disclosure Protection Act*" (attached hereto as Exhibit "E").
25. I make this affidavit in support of a Motion for Standing as Participant in this Inquiry to be granted to the Public Service Integrity Officer.

AFFIRMED before me at)
the City of Ottawa, in)
the Province of Ontario,)
this 14th day of June, 2004.)



André Guay, Lawyer



Normand Desjardins

Commission d'enquête sur le
programme de commandites
et les activités publicitaires



Commission of Inquiry into
the Sponsorship Program
and Advertising Activities

Included with this application for Standing were the following appendices:
Cette demande de comparution était accompagnée des appendices suivants:

1. Policy on the Internal Disclosure of Information Concerning Wrongdoing in the Workplace / Politique sur la divulgation interne d'information concernant des actes fautifs au travail, Secrétariat du Conseil du Trésor, 10 février 2004. [mettre le lien vers le site http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/TB_851/idicww-diicraft_f.asp]
2. Keyserlingk, Edward W., *Public Service Integrity Officer 2002-2003 Annual Report to Parliament*, Government of Canada, September 2003. [mettre le lien vers le site http://www.integritas.gc.ca/publications/ann-rpt-2002-2003/cover_f.php]
3. Report of the Working Group on the Disclosure of Wrongdoing [lien : http://www.tbs-sct.gc.ca/pshrmac-agrhfpc/rep-rap/wgdw-gtdaf_e.asp]
4. *Drs. Chopra, Haydon, Bassude & Lambert c. Attorney General of Canada*, "Order" December 15, 2003, Docket: T-624-03.
5. Keyserlingk, Edward W., Submission to the House Standing Committee on Government Operations and Estimates on Bill C-25, *The Public Servants Disclosure Protection Act*, Public Service Integrity Officer, Government of Canada, April 29, 2004. [lien : http://www.integritas.gc.ca/media/speech-discours/2004-04-29/index_e.php]

For more information, please contact the Commission at (613) 992-1834.
Pour obtenir plus de renseignements, communiquez avec la Commission au (613) 992-1834.

Public Service Integrity Officer
Agent de l'intégrité de la fonction publique