

2026 Annual Report of Northern Lights College Under the *Public Interest Disclosure Act*

Message from the President

At Northern Lights College (NLC), we continue to prioritize fostering an environment that encourages transparency, accountability, and open communication. A core focus for us in 2024, 2025 and 2026 has been enhancing internal communication practices to further support a “speak up” culture, ensuring that all members of our community feel empowered to raise concerns and contribute to the betterment of the institution.

We are pleased to report that, as of June 1st, 2026, **NLC has not received any complaints under the Public Interest Disclosure Act (PIDA)**. This reflects the ongoing commitment of NLC’s leadership and staff to maintaining high ethical standards and creating a safe, supportive atmosphere where concerns can be addressed promptly and effectively.

This report provides an overview of our efforts, progress, and outcomes regarding public interest disclosures, while also reaffirming our dedication to maintaining a respectful and open organizational culture. We look forward to continuing to build upon this foundation as we work toward enhancing communication and trust across all levels of the College.

What is the Public Interest Disclosure Act?

The *Public Interest Disclosure Act* (“PIDA”) is legislation that supports ethical and accountable practices by encouraging the employees of public bodies to report serious misconduct for investigation and further action.

PIDA provides a framework for employees to report wrongdoing, and provides them with protection against reprisals. The types of wrongdoing that can be reported under PIDA include:

- A serious act or omission that constitutes an offence under an enactment in BC or Canada;
- An act or omission giving rise to a substantial and specific danger to the life, health or safety of persons, or to the environment;
- A serious misuse of public funds or public assets; and
- Gross or systemic mismanagement; and
- Directing or counselling a person to commit any of the above.

The Northern Lights College became subject to the PIDA on June 1, 2024, Under section 38 of PIDA, the Northern Lights College is responsible for issuing this annual report on the disclosures that it received under PIDA within the year.

Disclosures

- **Number of Disclosures Received: NONE**
Number of Disclosures Acted on: NONE
- **Number of Disclosures Not Acted on: NONE**
Number of Investigations Commenced as a Result of a Disclosure: NONE
- **Number of Disclosures giving rise to a finding of Wrongdoing under PIDA : NONE**

Description of Any Findings of Wrongdoing and Related Recommendations

Nature of Finding of Wrongdoing	Recommendations	Corrective Action Taken or Reasons why Corrective Action Not Taken

For privacy reasons, the findings and recommendations in the above Table are provided in summary form.