



FIRST PEOPLES'
CULTURAL COUNCIL

First Peoples' Cultural Council

Public Interest Disclosure Act (PIDA) Annual Report

April 1, 2024 – March 31, 2025

About the First Peoples' Cultural Council

The First Peoples' Cultural Council (FPCC) is a First Nations-led provincial Crown Corporation formed by the government of British Columbia in 1990 to administer the First Peoples' Heritage, Language and Culture Program. The First Peoples' Cultural Council is supported by the [First Peoples' Heritage, Language and Culture Act](#).

The mandate of FPCC is to assist B.C. First Nations in their efforts to revitalize their languages, arts, cultures and heritage.

Our Staff Policies and our Disclosure Policy

The FPCC Employee Administration Policy Manual includes employee conduct and workplace guidelines. It outlines what is expected of First Peoples' Cultural Council employees and helps us understand how to act in ways that reflect our values of integrity and respect.

We encourage employees to intervene when something doesn't seem right. The [Public Interest Disclosure Act](#) builds on our culture, and our [Disclosure Policy](#) and provides additional channels and protections to encourage employees to speak up if they believe there may be serious and systemic wrongdoings.

In doing so, our employees strengthen our organization, enhance public accountability, and protect people from harm.

Our commitment is that we investigate, address and resolve concerns and protect those who have made the decision to come forward and report concerns.

This report provides an overview of disclosures and investigations submitted under the Act.

What is the Public Interest Disclosure Act?

The [Public Interest Disclosure Act](#) ("PIDA") is legislation that supports ethical and accountable practices by providing a framework for public sector employees to report serious wrongdoing and providing them with protection from reprisal.

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.

First Peoples' Cultural Council (FPCC) became subject to PIDA on December 31, 2022. Under section 38 of PIDA, FPCC is responsible for issuing this annual report on any disclosures that it received under PIDA within the year.

Fiscal 2025 Reporting for FPCC

In accordance with the following sections of PIDA, for the reporting period of April 1, 2024 to March 31, 2025, the following information is reported by FPCC:

FPCC - Public Interest Disclosure Act Reporting
For the reporting period of April 1, 2024 to March 31, 2025

Section 38(1)	
Disclosures of wrongdoing in respect of the Office of the Ombudsperson:	0
Section 38(2)	
(a) the number of disclosures received, including referrals of disclosures: and the number acted on: and not acted on:	0 0 0
(b) the number of investigations commenced as a result of a disclosure:	0
(c) in the case of an investigation that results in a finding of wrongdoing (i) a description of the wrongdoing, (ii) any recommendations, including those made by the Auditor General, and (iii) any corrective action taken in relation to the wrongdoing or the reasons why no corrective action was taken;	0
(d) any other information prescribed by regulation	0

Key Roles

Chief Executive: Chief Executive Officer (CEO) holds this role and is responsible for appointing a Designated Officer to manage the operational matters under the Act, including assessing and managing investigations.

Designated Officer: Director of Finance and HR Manager co-holds this role and is trained to assess and manage investigations under the Act, provide regular updates to the Chief Executive and has been delegated to publish an annual report of PIDA activities at FPCC.

Managers: Managers are responsible to advise under the Act and receive reports of wrongdoing from employees who report to them.

Employees: Employees are essential to speak up to seek advice and make a report under the Act if they believe wrongdoing has occurred. Only current or former employees can make a report under the Act to FPCC. Contractors, employees of subsidiaries or the public cannot submit a report under the Act.

Definitions

Referrals Received --Includes referrals from the Ombudsperson of British Columbia and other government bodies.

Not Acted -- On includes those disclosures the Regulator declined to investigate, for example where the allegations are outside the scope of PIDA or do not meet the definition of “wrongdoing” or where they are investigated under another policy or process.

Words and expressions used but not defined in this report have the same meanings as in the Public Interest Disclosure Act.