



Confidentiality and Limits of Confidentiality Statement

GNWT Exit Interview Project

Thank you for participating in this exit interview process. The purpose of this initiative is to better understand employee experiences, workplace factors influencing employee departures, organizational strengths and challenges, and opportunities for improvement within the Government of the Northwest Territories (GNWT).

Your participation is voluntary, and the information you share will be treated confidentially and used for organizational review and improvement purposes only.

Confidentiality

Responses collected during the interview process will be analyzed and reported in aggregated and anonymized form. Individual names and identifying information will not be included in reports or presentations provided to GNWT. The intent of this process is to encourage open, honest, and constructive feedback while protecting participant privacy.

ProEdge Consulting Group Ltd. is conducting this process as an independent third party. The focus of the project is on identifying themes, trends, experiences, and systemic insights rather than investigating individual complaints or attributing comments to specific individuals.

Limits of Confidentiality

While every reasonable effort will be made to maintain confidentiality, participants should be aware that confidentiality is not absolute. In very rare circumstances, information may need to be disclosed if it involves:

- an imminent risk of harm to an individual or the public;
- threats to health or safety;
- disclosures involving serious criminal activity;
- situations where disclosure is required by law; or
- other matters creating a legal or ethical duty to report.

Where possible and appropriate, concerns of this nature will first be discussed with the participant before any further steps are taken.

Purpose and Scope of the Interview

This interview is intended to support organizational learning and improvement. It is not a formal investigative, disciplinary, legal, or whistleblower process. Participants wishing to make formal complaints,



protected disclosures, or legal allegations may also wish to use the appropriate internal or external reporting channels available to them.

By participating in this interview, you acknowledge that you understand the purpose of the process and the confidentiality parameters outlined above.