
2023/24 & 2024/25 GENERAL RATE APPLICATION

Manitoba Hydro Undertaking #1

Manitoba Hydro to advise if Manitoba Hydro has any policies or consequences or penalties if you found that an individual falsely claims an Indigenous identity and is later found that it does not. Manitoba Hydro to advise of steps it takes to ensure that non-Indigenous employees and contractors do not falsely claim Indigenous identity in order to benefit from employment equity or other programs designed for Indigenous people, and any consequences or penalties that may be levied as a result.

Response:

For diversity programming that leads to employment for Indigenous Persons, proof of Indigenous ancestry is required.

In Manitoba Hydro's Employment Equity Self-Declaration Form, there is an affirmation as follows: *"The information I have provided is accurate to the best of my knowledge and belief."* Should it be found that this declaration, or any other form, is false, Manitoba Hydro's policy on fraud would be applicable. The key provisions are as follows:

- Fraud is defined as *"a course of action by an employee that is deceitful or dishonest, involving acts or omissions or the making of false statements, with the object of obtaining assets from the corporation or from any other person through the corporation such as corporate suppliers or customers. A fraud may be intended to benefit the employee who perpetrates the fraud, their family or friends or any person participating in the fraud. Some examples of fraud are as follows ... forgery, falsification or destruction of documents or records of any kind (paper, electronic entries and so on)..."*
- *"Manitoba Hydro considers fraud by employees at any level, in any form, to be serious misconduct ... which is subject to disciplinary action".*

Similarly, Manitoba Hydro's procurement contracts include a standard clause relating to fraud. Falsely misrepresenting identity may result in termination of the contract, depending on the circumstances.