SUMMARY:

There shall be no retaliation of any kind against an employee who, in good faith, appropriately reports activities described in this policy.

POLICY:

I. PURPOSE

The purpose of this policy is to encourage employees at all levels of responsibility to report suspected waste, fraud, abuse, mismanagement, acts of illegal discrimination or harassment, violations of law, violations of Policies and Procedures or other codes of ethics and integrity adopted by the University.

There shall be no retaliation of any kind against an employee who, in good faith, appropriately reports activities described in this policy.

II. IMPLEMENTATION

Improper activity may be reported on a confidential basis to an employee’s supervisor or to an authority of the University responsible for the area in which the activity is alleged to occur. Reports may also be made directly to the University President and Chair of the Board of Trustees through the University web site.

If any employee believes that he or she is the subject of any sort of retaliatory action from any source for reporting inappropriate or illegal behaviors, the employee should report the retaliatory action to the Executive Director of Human Resources and Organizational Development, to University Counsel, or to the President.

III. DISCIPLINARY ACTION

Any employee who retaliates against another employee for reporting improper workplace activity or serving as a witness during an investigation of improper activity, or who is found to have knowingly and intentionally submitted a false report of improper activity, shall be subject to disciplinary action, up to and including termination of employment.