SUMMARY:

There shall be no retaliation of any kind against any person who, in good faith, appropriately reports activities described in this policy. Additional information regarding reporting and protection of reporters may be found in UNIV-COMP 414 Whistleblower and in the Employment Protection for Reports of Violations of State or Federal Law or Regulation section of the SC Code of Laws.

POLICY:

I. PURPOSE

The purpose of this policy is to encourage reporting of suspected wrongful conduct, including: misconduct, waste, fraud, abuse, mismanagement, discrimination, harassment, violation of laws, violation of university Policies and Procedures, the Code of Ethical Conduct, the State Ethics Act, Title IX, or other law, policy, or procedures applicable to or adopted by the University, without fear of retaliation.

II. DEFINITIONS

Good Faith Report - for the purposes of this policy, good faith report is defined to be an allegation of wrongful conduct made by an individual who believes that the wrongful conduct may have occurred.

Retaliation- any materially adverse action or threat of a materially adverse action taken by the University, or an employee or student thereof, against a student, faculty member, or staff member for:

- Making a good faith report of misconduct,
- Reasonably participating in the investigation of a report of misconduct,
- Reasonably objecting to or resisting misconduct, or
• Being a close associate of someone who makes or may make a good faith report of misconduct.

Wrongful Conduct- Wrongful Conduct includes, but is not limited to:

• Fraudulent or dishonest conduct,
• Violations of law,
• Violations of University policy, and
• Violations of the University’s Code of Ethical Conduct.

A deliberate act, or failure to act, with the intention of obtaining an unauthorized benefit from the University constitutes fraudulent or dishonest conduct for the purposes of this policy. Such behavior may include:

• Forgery or alteration of documents;
• Unauthorized alteration or manipulation of computer files;
• Fraudulent financial reporting;
• Pursuit of a benefit or advantage in violation of the University’s Conflict of Interest Policy;
• Misappropriation or misuse of University resources, funds, supplies, time, or other assets; and
• The authorization or receipt of compensation for services not received or not performed, or hours not worked.

III. REPORTING

Activity suspected to be in violation of this policy may be reported via the following methods:

a. EthicsPoint, the University’s third-party hosted confidential and anonymous reporting hotline,

b. An authority of the University responsible for the area in which the alleged misconduct occurred, including Human Resources and Equal Opportunity, University Compliance, and if the activity is of a criminal nature, the Department of Public Safety, or

c. Your supervisor.

IV. TITLE IX

Retaliation against any complainant or victim of sexual misconduct is prohibited and is in direct violation of this policy. Instances of retaliatory behavior relating to a Title IX investigation may be reported via the methods in Section III of this policy or to the Title IX Coordinator.

Denise Perez, Title IX Coordinator
Kearns Hall, 104B
V. SANCTIONS/ACTIONS

Any person who retaliates against another for reporting improper activity or misconduct, or for serving as a witness during an investigation of improper activity, or who is found to have knowingly and intentionally submitted a report not in good faith, shall be subject to disciplinary action, up to, and including, permanent separation or trespass from the University.