

# 2710 Whistleblower Policy

<b>SECTION:</b>	<b>INTERNAL CONTROLS</b>
<b>EFFECTIVE:</b>	<b>FEBRUARY 15, 2008</b>
<b>REVISED:</b>	<b>November 30, 2022</b>
<b>RESPONSIBLE OFFICE:</b>	<b>AUDIT COMMITTEE</b>
<b>APPROVAL:</b>	<b>BOARD OF TRUSTEES</b>

## **PURPOSE**

The Graduate Theological Union seeks to operate with highest standards of personal, professional, and business conduct. Employees are expected and encouraged to report suspected material violations of these standards, of laws and regulations, or of school policies and procedures. In order to encourage employees to comply with this expectation, the GTU will protect any employee or member of the GTU community who makes a good faith disclosure of suspected wrongful conduct or refuses to obey an unlawful order. Moreover, it

1. encourages an environment that allows individuals to disclose violations of law and regulations, and material breaches of GTU policies and procedures;
2. informs individuals how to disclose wrongful conduct;
3. protects individuals from adverse academic or employment action taken within the GTU as a result of having disclosed wrongful conduct, and,
4. provides individuals who believe they have been subject to reprisal a process to seek relief from retaliatory acts that fall within the authority of the GTU.

## **POLICY**

Faculty, staff and administrators are expected to abide by federal, state, and local laws and regulations, as well as GTU policies and procedures. Furthermore, an employee of the GTU cannot be compelled by a supervisor or administrator to violate a law, regulation, or GTU policy. In order to protect the best interests of the GTU, individuals who have knowledge of specific acts which he or she reasonably believes violates the law, applicable regulations or GTU policy, must disclose those acts to an appropriate school official.

Individuals who make a good faith report of wrongful conduct or activity are protected from retaliatory academic or employment action including dismissal, reassignment, demotion, suspension, harassment or any other discrimination.

## **Definitions**

*Wrongful conduct or activity.* Wrongful conduct or activity is a violation of federal, state or local laws and regulations, or a material breach of GTU policy.

*Good faith report.* A good faith report is an allegation of wrongful conduct or activity made by an individual who believes that wrongful conduct or activity may have occurred. However, an allegation is not in good faith if it is made with reckless disregard for or willful ignorance of facts that would disprove the allegation.

*Retaliation complaint.* Any written complaint by an employee that alleges retaliation for having made a good faith report of wrongful conduct or activity or for having refused an illegal order, together with a sworn statement, made under penalty of perjury, that the contents of the complaint are true or are believed by the complainant to be true.

### **Retaliation Complaint**

Any faculty, staff or administrator who makes a good faith report of wrongful conduct or activity and believes he or she has been retaliated against, should file a retaliation complaint with the Chief Operating Officer (COO). If the complaint involves the COO the complaint should be filed with any member of the GTU board of trustees. The complaint should be written and include the original report and the alleged retaliation. The statement should be signed, under penalty of perjury.

Upon receipt of the complaint, the Chief Operating Officer will determine whether the complaint is timely and whether it sets forth the necessary facts to support a claim of retaliation for having made a good faith report or having disobeyed an illegal order. If the complaint is received by a member of the board of trustees, the complaint will be reviewed by the Audit or Executive Committee.

The COO may appoint one or more individuals to oversee the investigation of the complaint. The COO will then render a decision and determine corrective action, if any.