Wesleyan University Whistleblower Policy

APPLICATION: Faculty, Staff, Employees, Students and Volunteers
ISSUED: Final - 101107
REVISED: 011012

I. Purpose. Wesleyan University encourages all trustees, faculty, staff, employees and students (“Individuals”), acting in good faith, to report serious violations of University policy or violations of State, Federal or local law or use of University property or authority for personal gain. The University is committed to protecting Individuals from interference with making a disclosure under this policy (“Disclosure”) and from retaliation as a result of it.

II. Policy Statement. Individuals may not retaliate against another Individual who has made a Disclosure. Individuals may not use or attempt to use their authority or influence related to their University position to interfere with another Individual’s rights to make a Disclosure as provided for in this Policy.

III. Policy Intent. This Policy is intended to encourage the disclosure of wrongful conduct to the appropriate officials so that prompt and appropriate corrective action can be taken.

IV. Policy Guidelines.

a. False allegation – any Individual who knowingly or with reckless disregard for the truth gives false information or knowingly makes a false report of wrongful conduct or retaliation will be subject to appropriate disciplinary action. Reports made pursuant to this Policy that are not eventually substantiated yet are made in good faith do not subject the disclosing Individual to such disciplinary action.

b. Retaliation Prohibited – no Individual making a Disclosure will suffer retaliation. Any Individual who retaliates against another Individual as a result of a Disclosure is subject to appropriate disciplinary action.

c. Confidentiality – Disclosures may be made on a confidential basis by an Individual or may be submitted anonymously. Disclosures will be kept confidential to the extent possible, consistent with the need to investigate and applicable law.

d. Administration – Disclosures should be made to the applicable offices listed in Article V below. Such offices are charged to notify the disclosing individual (if not anonymous) and acknowledge receipt of the submission within ten (10) working days or sooner if appropriate (e.g. criminal issue).
All submissions will be investigated within sixty (60) days and appropriate corrective action will be taken if warranted by the results of the investigation.

V. Reporting Suspected Protected Disclosures. Individuals should report their submissions under this Policy with an Individual who can address them properly. In many cases, the Individual’s supervisor is in the best position to address an area of concern. If an Individual is uncomfortable making such a submission to his or her supervisor or is not satisfied with the response received from that supervisor, Individuals should submit their concerns to the offices below which will investigate and/or address the concern as appropriate.

a. **Academic Misconduct**
   
i. *Faculty Related* – Academic Affairs (860)685-2010
   
ii. *Student Related* – VP Student Affairs (860)685-2600

b. **Criminal Matters** – Office of Public Safety (860)685-3333

c. **Employment Matters** – Director of Human Resources (860)685-4460

d. **Financial Matters** – Associate Vice-President for Finance and Administration (860)685-2833

e. **Legal Matters** – General Counsel (860)685-3360

f. **Medical or Health Matters** – Student Health Center (860)685-2470

g. **Student Matters (other than Academic Misconduct & Employment)** – VP Student Affairs (860)685-2600

h. **All Other Matters** – General Counsel – (860)685-3360