

Wesleyan University Whistleblower Policy

APPLICATION: All members of the Wesleyan community: including trustees, faculty, staff, students, contractors, visitors and volunteers

ISSUED: **101107**

REVISED 011012, 052419, 092119

- I. Policy Statement. Members of the Wesleyan Community (as described above) are encouraged to report suspected violations of law or University policy to their supervisor, to Human Resources or to the University's conduct portal at wesconduct@wesleyan.edu.

The University will protect from retaliation members of the Wesleyan community who make good faith reports of suspected violations of law or University policy.

Generally, reports might include any activity by Wesleyan or a Wesleyan employee that:

- Violates University policy
- Violates a state or federal law or regulation, such as:
 - harassment or discrimination
 - corruption or bribery
 - theft or misuse of property or funds
 - fraud
 - coercion
 - misuse of data or privacy violation
- Wastes money, or
- Involves gross misconduct, incompetence or inefficiency

- II. Reason for Policy.

- To encourage all individuals covered by this policy to report suspected violations of law or Wesleyan policy.
- To provide a mechanism for reporting violations.
- To reinforce Wesleyan's non-retaliation policy for individuals who, in good faith, voice concerns, seek advice, file a complaint or grievance, seek the aid of Human Resources or participate in investigations regarding such behavior.

- This policy is not intended to supersede or replace reporting obligations that may be imposed by law. For example, pursuant to Connecticut law, known or suspected child abuse must be reported to the State Department of Children and Families or law enforcement within twelve (12) hours.

III. Procedures.

- An employee (faculty or staff) who has a good faith suspicion of a violation of law or Wesleyan policy is encouraged to report the concern promptly to his or her supervisor or to Human Resources.
- Any other Wesleyan Community member, or an employee who is uncomfortable reporting to the supervisor or Human Resources, may report the concern, anonymously if preferred, to wesconduct@wesleyan.edu. This email portal is monitored, and responses, if required, are typically generated within the month in which they are submitted.
- Any individual who is uncomfortable with either of the referenced reporting options may contact the Audit Committee of the University's Board of Trustees by email at trustees@wesleyan.edu.