

ANTI-RETALIATION / WHISTLEBLOWER POLICY

Approved by: Human Resources

History: Reviewed 2021

Related Policies: Non-Discrimination Policy (<https://catalog.alverno.edu/collegepolicies/studentnon-academicpolicies/non-discrimination/>)

Related Forms, Procedures and References: Bias Incident Report (<https://catalog.alverno.edu/collegepolicies/studentnon-academicpolicies/biasincident/>)

For Questions Contact: Human Resources | 414.382.6420

Alverno College strives to operate in an ethical, honest and lawful manner and expects its faculty, administrators, staff and students to conduct their activities in accordance with Alverno policies and Code of Ethical Conduct, as well as applicable law.

The College's procedures and internal controls are intended to prevent or detect improper activities; however, Alverno strongly encourages all faculty, administrators, staff, and students to report suspected or actual wrongful conduct by Alverno employees to their immediate supervisor, Student Development and Success, Human Resources, an Alverno leader, or through other appropriate channels. Confidential information may be submitted to the President's Office, Human Resources, or Student Development and Success in a sealed envelope or by filling out the confidential reporting form found online on the front page of IOL.

The confidentiality of the whistleblower will be maintained whenever possible. No Alverno faculty, administrator, staff or student may interfere with the good faith reporting of suspected or actual wrongful conduct.

An individual who makes such a good faith report shall not be subject to retaliation, including harassment or any adverse employment, academic or educational consequence, as a result of making a report. All reported claims of retaliation will be reviewed and investigated and appropriate corrective action will be taken. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. In addition, an employee who intentionally files a false report of wrongdoing, or knowingly makes an untrue statement of fact in the investigation of a complaint, will be subject to discipline up to and including termination.