

# Whistleblower Policy

## FT\_HR\_CT\_45

Responsible Officer

Chris Ronk

Responsible Office

Human Resources

Approving Body

Board of Trustees

Approval Date

2019-01

Last Revision

2019-01

Re-evaluation Date

2021

Departmental Impact

All departments

### Policy Statement

It is the intent of Carolina University to adhere to all laws and regulations that apply to the University.

### Policy Procedures

If any employee reasonably believes that some policy, practice, or activity of Carolina University is in violation of law, a written complaint must be filed by that employee with the President or the Board Chairman. It is the intent of Carolina University to adhere to all laws and regulations that apply to the University and the underlying purpose of this policy is to support the University's goal of legal compliance.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Carolina University and provides the University a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

Carolina University will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the University, or of another individual or entity with whom the University has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Carolina University will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the University that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy.