

METROPOLITAN COMMUNITY COLLEGE

BOARD POLICY

3.30070 BP

WHISTLEBLOWER

3.30070 BP

I. Definitions

- A. A whistleblower, as defined by this policy, is an employee or student of Metropolitan Community College, or any other person providing services to the college, who reports in good faith an activity that a reasonable person would consider to be a violation of college policies or procedures or of federal, state or local laws, including fraudulent financial reporting.
- B. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

II. Reports of Suspected Improper Activities

- A. Any employee or student of MCC is encouraged to come forward in good faith with reports or concerns about suspected violations of college policies or illegal practices and may do so without fear of reprisal or retaliation. Any employee or student with a question about the propriety of any practice under the college's policies and procedures should seek guidance from his/her supervisor or the college official who has responsibility for overseeing compliance with the particular policy or procedure.
- B. Any employee or student who becomes aware of or has reason to suspect a violation of college policies or illegal practices should report that suspected violation, regardless of whether he/she is personally involved in the matter. Employees or students are encouraged to report any violation to their supervisor or the college official who has responsibility for overseeing compliance with the particular policy, procedure, regulation or law. Any complaint regarding financial misconduct should be directed to the vice chancellor of financial and administrative services. Reports received by the college officials will be handled with as much confidentiality as possible with discretion and regard for the privacy of the reporting individual.
- C. No employee who, in good faith, reports a violation of policy, procedure, regulation, or law will be subject to any adverse employment consequences for making the report. Any employee who retaliates against someone who has reported a violation in good faith, is subject to discipline up to and including termination of employment.

- D. All suspected violations will be investigated and proper steps to correct any deficiencies or address issues will be taken by the appropriate Officer in consultation with legal counsel and Human Resources if appropriate.

Adopted: Board of Trustees
August 24, 2017