



WHISTLEBLOWER POLICY

PURPOSE

Long Island University is committed to access and excellence in education, including the highest standards of integrity in performance of its mission. To help identify and address concerns about possible legal or policy violations in University activities and operations, the University has developed a process for employees to report any good faith belief that an ethical, legal or policy violation has occurred.

STATEMENT OF POLICY

Long Island University encourages the good faith reporting of alleged misconduct. A "good faith" belief means that the individual reporting alleged misconduct has an honest belief that the misconduct may have occurred and is aware of a fact which would support that belief, though it does not have to be a certainty. If an individual makes an allegation and either intentionally disregards or is purposefully ignorant to facts that would disprove the allegation, this is not good faith. Allegations may include requests by a supervisor or any University employee to violate a law or University policy.

Allegations may also include bribery, theft, financial or accounting fraud, any false, erroneous or misleading statement made directly or indirectly to an employee, student, prospective student, member of the public, prospective employer, accrediting agency or state or federal agency regarding:

- the nature of the University's educational programs,
- its financial charges, or
- the employability of its graduates
- any other types of corruption or acts which endanger the University public health or safety.

University employees may not directly or indirectly use or attempt to use the official authority or influence of their positions or offices to interfere with the right of an individual to report any alleged inappropriate conduct.

These allegations may be made on an anonymous basis and, even if not on an anonymous basis, without fear of adverse action taken because of any good faith allegations. The University will not condone or protect retaliation, or the appearance of retaliation against reporting individuals.

Reporting individuals who believe they have been subject to retaliation will have the ability to make a report to the University. However, raising allegations under this policy will not interfere with legitimate employment decisions and any report that proves to have been both unsubstantiated and made with malice or with knowledge of its falsity is not protected by this policy.

PROCEDURES

See *Whistleblower Procedures*.

POLICY TYPE: OPERATIONS