

Whistleblower Policy

University Policies

Approved: 03/26/2012

A whistleblower as defined by this policy is an employee of Missouri Western State University, or any other person providing services to the University, who reports an activity that he/she considers to be illegal or dishonest violations of University policies or procedures or of federal, state or local laws, including fraudulent financial reporting. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities. More specifically, this policy:

- encourages persons to disclose serious breaches of conduct covered by University policies, procedures or law;
- protects employees from reprisal by adverse employment action as a result of having disclosed wrongful conduct (employees who self-report misconduct are not afforded protection by this procedure); and
- provides individuals who believe they have been subject to reprisal a fair process to seek relief from retaliatory acts.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent activity.

If a person has knowledge of or concern about illegal or dishonest fraudulent activity, they are to contact the Risk Manager at 271-4466 or the Special Assistant to the President at 271-4238. An individual must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

The University will not retaliate against a whistleblower. All members of the University community are encouraged to report any suspected retaliation, harassment or adverse employment consequences as a result of his or her reporting illegal or dishonest fraudulent activity. Any whistleblower who believes he/she is being retaliated against must contact the Risk Manager or Special Assistant to the President immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.