

Texas Woman's University Regent Policy

Regent Policy Name: Whistleblower / Anti-Retaliation Policy

Regent Policy Number: Regent Policy: B.20020

POLICY STATEMENT

University is committed to the ethical stewardship of University resources in compliance with laws and the rules, policies, and procedures of University. It is the expectation of the Administration to foster a University environment that promotes compliance with the laws, policies and procedures of the University; encourages employees, students, and other University community members to report suspected instances of serious misconduct taking place at the University; to prohibit retaliation against individuals who, in good faith, report such concerns or participates in an investigation pertaining to these reports and to take appropriate steps to prevent retaliation.

APPLICABILITY

This policy is applicable to TWU Students, Faculty, Staff, and Guests.

DEFINITIONS

1. "Whistleblower" means a person who in good faith who reports actual or suspected University Misconduct that is in violation of the law or university policy.
2. "Good faith" means that the person making the disclosure believes it to be true and that a reasonable person could believe the disclosure to be true on the basis of the factual information available. This definition excludes from protection persons making disclosures with reckless disregard for the truth or in willful ignorance of facts.
3. "University Misconduct" means a university related action that is a material violation of law, ethics or University policy including but not limited to: illegal or fraudulent activity; financial misstatements, accounting or auditing irregularities; conflicts of interest or commitment; violation of laws, regulations, rules, or policies.
4. "Report" means a signed document or other complaint, including verbal complaints alleging a violation of a law, regulation or university policy.
5. "Retaliation" means any action that adversely affects the academic, employment, or other institutional status of a student or employee of the University, guest, applicant for admission to or employment with the University, because an individual has, in good faith, made a report or complaint of University misconduct,

participated in the investigation of University Misconduct, whether or not the misconduct or violation occurred.

POLICY

I. Whistleblower and Anti-Retaliation Policy

Whistleblower and Anti-Retaliation Policy. The University will take appropriate steps to prevent retaliation and ensure that a person who in good faith reports, complains about, or participates in an investigation pursuant to this policy will not be subjected to retaliation.

II. False Reports and Law Enforcement Authority

Section 1 False Reports. This policy does not protect an employee who files a false report of misconduct or retaliation or who provides information without a reasonable belief in the truth or accuracy of the information. Any employee who knowingly files a false report or intentionally provides false information during an investigation may be subject to disciplinary action, up to and including termination of employment.

Section 2 Law Enforcement. Reports made in accordance with this policy may not be construed as having made a report to a law enforcement authority.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, or internal processes or procedures.

REFERENCES

Texas Whistleblower Act Section 554.002 of the Texas Government Code

FORMS AND TOOLS

None

Adopted: November 10, 2016

Revised: (Month Day, Year)