

CONFIDENTIALITY AND NO RETALIATION FOR REPORTING OF ILLEGAL, IMMORAL, AND UNETHICAL ACTIVITY

The Sarbanes-Oxley Act of 2002 makes it a federal crime for any organization to retaliate against a “whistleblower” who reports illegal activity

Westmont’s Community Life Statement emphasizes the special relationship between learning and community. Learning depends on truth-centered attitudes, and community is built upon other-centered practices.

By becoming a member of Westmont College, each of us inherits the task and responsibility to maintain the health and strength of our community. The Student, Faculty and Staff Handbooks spell out our expectations of one another and processes for reporting and investigating potential violations of college policies.

Community members are encouraged to report any illegal, immoral, or unethical activity that undermines the health and strength of our community. The college will not allow retaliation against anyone who makes such a report in good faith.

REPORTING ACTIVITY THAT IS ILLEGAL, IMMORAL, OR UNETHICAL

It is important that the college be notified of any illegal, immoral, or unethical activity that undermines the health and strength of our community. This includes, but is not limited to, the following:

- Forgery or alteration of college documents.
- Fraudulent financial reporting.
- Misappropriation or misuse of college resources.
- Pursuit of a benefit or advantage in violation of Westmont’s Conflict of Interest policy.
- Authorizing or receiving compensation for goods not received or services not performed.
- Verbal, visual, or physical conduct that harasses another.
- Facilitating or concealing any of the above or similar actions.

Any such illegal, immoral, or unethical activity should be reported to the President; Dean of Faculty; Dean of Students; Title IX Officer/Vice President for Administration and Planning; or anyone designated by a Handbook to receive such allegations. All allegations will be promptly and fully investigated.

NO RETALIATION FOR GOOD FAITH REPORTS

Westmont will not allow retaliation against anyone who in good faith submits a report of illegal, immoral, or unethical activity. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. Reports of retaliation will be investigated promptly.

Anyone who submits a report must be acting in good faith and have reasonable grounds for believing the information disclosed is illegal, immoral, or unethical. Any allegations that prove to be unsubstantiated and were made maliciously and known to be false will be viewed as a serious disciplinary offense.

CONFIDENTIAL REPORTING

Reports of violations or suspected violations will be kept confidential to the extent allowed by law and to the extent consistent with the need to conduct an adequate investigation.