

# Whistleblower Policy

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<b>POLICY:</b> Whistleblower			
<b>POLICY NUMBER:</b>	300.40	<b>CUSTODIAN:</b>	Human Resources
<b>APV'D DATE:</b>	8/14/2017	<b>REVIEW DATE:</b>	04/05/2017
<b>EFFECTIVE DATE:</b>	8/14/2017		
<b>REFERENCES:</b> Whistleblower Protection Act of 1989,			

## Part 1. Policy Background and Purpose

In recognition of White Earth Tribal and Community College's (WETCC) commitment to the highest standards of transparency and lawful and ethical behavior, WETCC has adopted the following procedure for the reporting of illegal and unethical conduct in connection with finances and other aspects of its operations, and the retention and treatment of such complaints, including confidential, anonymous submissions received from employees.

## Part 2. Definitions

The Whistleblower Protection Act of 1989, Pub.L. 101-12 as amended, is a United States federal law that protects federal whistleblowers who work for the government and report agency misconduct.

## Part 3. Responsibility

If a complaint is reported to the President, he or she shall promptly share the information with the Human Resource office unless the complaint relates to acts or omissions by that individual. In those cases it shall be reported to the President or Council of Trustees as appropriate. Employees may submit complaints on a confidential, anonymous basis.

The Human Resources designee and/or the President, as appropriate, shall promptly follow up on all complaints, with further investigation conducted, if needed, to resolve disputed facts. In conducting its investigations, the College will strive to respect an employee's request for anonymity and will strive to keep the identity of other complainants as confidential as possible, consistent with the need to conduct an adequate review and investigation.

The President or the Human Resource office designee shall report all credible complaints to the Council of Trustees. The College and/or the Council of Trustees shall take appropriate action in response to the complaint, including, but not limited to; disciplinary action (including termination) against any person who, in the College's assessment, has engaged in misconduct. In addition, the College shall report such misconduct to the relevant civil and criminal authorities as required by law.

## **Part 4. Policy**

WETCC will not knowingly, with intent to retaliate, take any action harmful to any person, including interference with lawful employment or livelihood, for reporting a complaint in good faith pursuant to this policy or for reporting a complaint to law enforcement officers, governmental agencies, or bodies, or persons with supervisory authority over the complainant.

Likewise, there will be no punishment or retaliation for providing information regarding a complaint in good faith to, or otherwise assisting in any investigation regarding a complaint conducted by the College, law enforcement officers, governmental agencies or bodies, or persons with supervisory authority over the complainant. Finally, there will be no punishment or other retaliation for filing a good faith complaint, or otherwise participating or assisting in a proceeding filed or about to be filed (with any knowledge of the College) regarding the complaint. An individual who deliberately or maliciously provides false information may be subject to disciplinary action (up to and including termination).