

Rock Valley College

RVC Board Policy 3:10.100

Whistleblower Policy

Rock Valley College is committed to the highest ethical standards and conducting its operations in compliance with all federal and state laws and regulations. The purpose of this policy is to encourage all members of the College community to report allegations of internal wrongdoing and to provide assurance that they will be protected from retaliation for such reporting in good faith pursuant to the *Illinois Whistleblower Act*, 740 ICLS 174/1 et seq., and other applicable state and federal laws.

For purposes of this policy, wrongdoing may include but is not limited to:

- (1) Crimes or violations of the law or governmental regulations;
- (2) Fraud or financial irregularity;
- (3) Improper use of College funds, property or assets;
- (4) Corruption, malfeasance, bribery, theft, coercion or blackmail; and
- (5) Other unethical conduct.

Upon receipt of a report of wrongdoing, the College will initiate an internal investigation. The College will take appropriate action against anyone found to have engaged in fraudulent or dishonest conduct, including disciplinary action by the College, and/or civil and criminal prosecution when warranted.

In accordance with the *Illinois Whistleblower Act*, neither the Board nor employees of the College may retaliate against a whistleblower who has reasonable cause to believe that the information reported discloses a violation of a State or federal law, rule, or regulation or for refusing to participate in an activity that they reasonably believe would result in a violation of a state or federal law, rule or regulation.

Whistleblowers who believe that they have been retaliated against may file a written complaint with the Vice President of Human Resources or the President. Any complaint of retaliation will be promptly investigated and appropriate corrective measures taken if allegations of retaliation are substantiated. This protection from retaliation is not intended to prohibit managers or supervisors from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance-related factors.

Implemented: April 8, 2014