

Policies and Procedures

SECTION: Administration	NO. 2.2.24.			
CHAPTER: Human Resources	ISSUED: 6/24/09	REV. A	REV. B	REV. C
POLICY: Whistleblower Protection	PAGE 1 OF 1			

PURPOSE

The purpose of this policy is to communicate Creighton University's position of zero tolerance for any form of retaliation against any employee, student or University contractor who makes a good faith report of financial misconduct by any means. The University is committed to high ethical standards in financial practices and believes that the good faith reporting of suspected or known financial misconduct is the responsibility of all employees, students and contractors with whom the University does business.

DEFINITIONS

Contractor – any individual, partnership, corporation or other business entity outside of Creighton University with whom the University conducts business.

Employee – any present or past University faculty or staff member, including all full-time, part-time, temporary, and student employees.

Financial misconduct – (see Policy 3.1.16., *Reporting Financial Misconduct*)

Good faith reporting – any reporting based upon factual information that would lead a reasonable person to believe that financial misconduct has occurred, is occurring or will occur.

Retaliation – taking, failing to take, or threatening to take any action against an employee, student or contractor because the individual makes a good faith report of suspected financial misconduct or participates, in good faith, in an investigation of suspected financial misconduct.

Student – any current or past student enrolled at Creighton University.

POLICY /PROCEDURES

Any verified instance of retaliation against a student, employee or contractor related to a good faith report of financial misconduct will result in disciplinary action against the responsible party, up to and including potential termination of contract, enrollment or employment.

SCOPE

This policy applies to all students, faculty, staff and contractors with whom the University conducts business. Due to the University's size and diverse locations, it is the responsibility of management and supervisors across the University to enforce this policy. Any person who believes he or she has been retaliated against, in violation of this policy, may also contact Human Resources (for staff employees), the Faculty Grievance Committee (for faculty members), the Purchasing Director (for contractors) or the Associate Vice President for Student Services (for students).

AMENDMENTS AND TERMINATION OF THIS POLICY

The University reserves the right to modify, amend or terminate this policy at any time.