



**Title of Policy:** Whistleblower Protection Policy  
**Policy No. #** 1.0005  
**Type of Policy:** Governance  
**Effective Date:** October 1, 2020  
**Last Revised:** New  
  
**Policy Owner:** Board of Trustees  
**Policy Contact:** Executive Committee

**I. Reason for Policy**

The purpose of the Whistleblower Protection Policy is to create a climate of integrity and to protect the University's interests from misuse, misfeasance, or malfeasance. The objective of this policy is to protect individuals who report wrongdoing from the fear of retaliation, punishment, threat, or intimidation.

**II. Policy Statement**

Florida Memorial University is committed to the highest ethical, professional, and legal standards in the conduct of its business, academic, research, or any other University related activities. The University strongly encourages all community members to report suspected and actual wrongdoing. No member of the University community may interfere with the making of a good faith report. No member of the University community shall be subject to retaliation in the making of a good faith report.

**III. Scope**

The Whistleblower Protection Policy covers all members of the University community.

**IV. Definitions**

Term	Definition
Good Faith	Good faith is an honest intent to act without malice or a desire to harm, defraud, or to take unfair advantage over another person. Additionally, good faith reflects a sincere belief or motive.
Investigation	An investigation is the process of assessing the credibility of good faith reports for further action.
Report	A report is an oral or written good-faith disclosure of wrongdoing that is protected under federal, state, and municipal law, and University policy. A report may be given through any means identified by the University.
Resolution	A resolution is the outcome after the investigation.
Retaliation	Retaliation is any attempt to circumvent reporting via threats, harassment, intimidation, acts of violence, words, or actions meant to discourage reporting, including but not limited to any adverse employment or academic consequences.
Whistleblower	A whistleblower is any person who in good faith and with reasonable suspicion makes a report of wrongdoing.

**V. Responsibilities**

Every University community member is responsible for adhering to this policy.

**VI. Enforcement**

It is the responsibility of the Office of the President or designee to oversee enforcement of this policy. Any employee who violates this policy will be subject to disciplinary action that may result in warning, probation, suspension or separation from the University.

**Approved:**

Signature	Title	Date
<i>William McCormick</i>	<i>Chairman, FNU BOT</i>	<i>10/29/20</i>