



Effective:	April 29, 2021 (revised) October 1, 2017 (original)
Responsible Executive:	Associate Vice President, Audit, Compliance & Privacy
Applicability:	This policy shall apply to all University employees (Auburn University, Auburn University at Montgomery, Alabama Cooperative Extension System, Alabama Agricultural Experiment Station)
Review By:	April 2025

I. POLICY STATEMENT & PROCEDURES

The University (Auburn University, Auburn University at Montgomery, the Alabama Cooperative Extension System, and the Alabama Agricultural Experiment Station) is committed to providing an environment of integrity that encourages the disclosure of violations of law or University policy to the University administration, while protecting from reprisal its employees, students and other members of its community who make a good faith disclosure of suspected wrongful conduct occurring at the University.

No employee shall take retaliatory action against any individual for reporting, or causing to be reported, in good faith, suspected wrongdoing, or for assisting in an authorized investigation of alleged wrongdoing. Retaliation, if confirmed, will result in disciplinary action.

There are many resources available to individuals who wish to report concerns or who are concerned about retaliation. The University's Anonymous Reporting Hotline as well as links to additional resources (Distributed Compliance Partners) can be found on the Office of Audit, Compliance & Privacy website located at <http://www.auburn.edu/oacp>.

Other University policies may contain additional language regarding non-retaliation, which will apply, as long as such language does not conflict with this policy.

II. DEFINITIONS

- a) Allegations of wrongdoing includes, but is not limited to:
- Disclosure of information concerning conduct that the reporter believes is illegal or in violation of University policies;
 - The provision of information or testimony to, or the filing of a complaint initiating proceedings before, a duly constituted investigatory body of the University;
 - Disclosures made during compliance review or a peer review process;

- The filing of a legitimate complaint or incident report.

b) Retaliatory action includes, but is not limited to:

- Intimidation;
- Adverse actions with respect to the reporter's work assignments, environment or terms of employment,
- Unlawful discrimination;
- Termination of employment;
- Adverse actions against a relative of the reporter who is a University employee or student; and
- Threats of any of the above.

Adverse actions against an employee or student whose conduct or performance warrants such action for reasons unrelated to the reporting of a concern will not be deemed a violation of this policy.

c) "Good Faith" reports are disclosures made without the intent to defraud or deceive. A report does not have to be proven true to be made in good faith.