

# **Ursinus College Whistleblower Policy**

[www.ursinus.ethicspoint.com](http://www.ursinus.ethicspoint.com)

Ursinus College stewards its resources to pursue its mission. The College complies with the laws and regulations to which it is subject and promulgates College policies and procedures to interpret and apply these laws and regulations.

The College's internal controls and operating procedures are intended to detect and to prevent or deter improper financial activities. However, even the best systems of control cannot provide absolute safeguards against financial irregularities. The College investigates allegations of suspected improper activities and reports the actions taken by the College.

The Audit Committee of the Board of Trustees addresses all reported concerns regarding College financial practices.

It is the responsibility of all College employees to report violations or suspected violations in accordance with this Whistleblower Policy. No individual who, in good faith, reports a violation or suspected violation shall suffer harassment, retaliation or adverse employment or academic or educational consequence.

The College encourages its employees to report concerns and/or suspected violations to their supervisor or other campus offices, as appropriate.

If an employee is uncomfortable reporting a concern to an appropriate person, the College has provided a process where reporting of such improprieties can be made in an anonymous manner through [EthicsPoint](#), an independent third-party reporting system. The Ursinus College EthicsPoint Reporting system is also accessible through the College's Human Resources website.

Each report will be treated as confidential and will be coordinated through the EthicsPoint reporting system. Reporting is established so that no conflict of interest exists.