Whistle blower (Employee Protection) policy

Washington College strives to operate in an ethical, honest and lawful manner and expects its employees, students, and third parties doing business with the College to conduct their activities in accordance with College policies and applicable law at all times.

A culture of compliance strengthens and promotes ethical practices and respectful treatment of all members of the College community and those who conduct business with the College.

The College strongly encourages any employee or student to report suspected or actual wrongful conduct by a College contractor/vendor, student or employee that may include but is not limited to any of the following:

- violation of state or federal law or regulations;
- fraud;
- misappropriation or misuse of College, or government resources(financial or human);
- Action or failure to act that endanger the health or safety of the public, students or employees;
- abuses of authority;

Reports may be made to one's supervisor, in the case of employees, or to the College's Controller or Director of Human Resources. There are private telephone lines (without caller identification.) for this purpose which cannot be traced without a directive from public safety and/or a court order.

No College employee or student may interfere with the good faith reporting of suspected or actual wrongful conduct. In addition, individuals who make such reports or participate in investigations of reports shall be protected from any retaliation such as harassment, adverse employment actions, or academic or educational consequences. Violations of the prohibition against retaliation will result in disciplinary up to and including dismissal.