

FLATHEAD VALLEY COMMUNITY COLLEGE

Policy Manual

CHAPTER VI – HUMAN RESOURCES

SECTION 190: WHISTLEBLOWER POLICY

The general purpose of this policy is to provide guidelines for reporting suspected improper or wrongful conduct within Flathead Valley Community College (FVCC), as well as protect from retaliation any College employee or other member of the FVCC community who makes a good faith report of suspected improper or wrongful conduct. This policy applies to all employees including students and volunteers.

FVCC is responsible for the proper use of its resources. The College is committed to conducting its affairs in full compliance with the law and with its own policies and procedures. Such adherence strengthens and promotes ethical and fair practices and treatment of all members of the College and those who conduct business with the College. The College has internal controls and procedures that are intended to prevent or deter improper conduct. Although controls are in place, there may be intentional and/or unintentional violations of laws, regulations, policies and procedures.

FVCC encourages all faculty, staff, students, and volunteers, acting in good faith, to report suspected or actual improper or wrongful conduct. A good faith report means an allegation made with the honest belief that misconduct may have occurred. An allegation is not in good faith if it is made with reckless disregard for or willful ignorance of facts that would disprove the allegation. This policy provides for confidentiality and confirms that any person who makes a good faith report of suspected improper or wrongful conduct will be protected from retaliation by the College or anyone within its control.

No individual who in good faith reports a violation or suspected violation shall suffer harassment, retaliation, or adverse employment, academic or educational consequence as a result of reporting such incidents. The President shall address all reported concerns or complaints either personally or through an appropriate designee as quickly as possible.

REFERENCES: Chapter 1 – Doctrine, Section 40 Code of Ethics, FVCC Board Policy