

# STOCKTON UNIVERSITY



## POLICY

### University Whistleblower Policy

Policy Administrator: Director of Human Resources  
Authority: N.J.S.A. 34:19-1 et seq.  
Effective Date: February 21, 2018  
Index Cross-References: Policy I-55: Campus Conduct Code Policy  
Policy File Number: I-126  
Approved By: Board of Trustees

**PURPOSE:** The general purpose of this policy is to protect any Stockton University employee, or other Stockton community member, who makes a good faith disclosure of suspected wrongful conduct. The University requires its directors, officers, employees, student workers, interns, and volunteers, as well as all persons who provide the University with contracted services, to observe high standards of business and personal ethics in the performance of their duties on the University's behalf. The University is committed to responsible administration and stewardship of University resources, and is aware of its responsibilities under the New Jersey Conscientious Employee Protection Act ("CEPA"), commonly known as the "Whistleblower Law." N.J.S.A. 34:19-1 et seq. CEPA prohibits employers from retaliating against employees who disclose, object to, or refuse to participate in actions that they reasonably believe are illegal, fraudulent, or in violation of public policy.

**POLICY:** In accordance with New Jersey's Whistleblower Law, the University prohibits the taking of any retaliatory action against any employee who reports, in good faith, conduct or actions that are illegal, fraudulent, or in violation of public policy. This Policy in conjunction with its related administrative procedure, describes the complaint resolution process that is available to employees who believe they were subjected to retaliation for making a Protected Disclosure. Employees must file their complaints within one year of the action believed to be retaliatory, and complaints may be made on a confidential, and if desired, anonymous basis.

This Policy is not for reporting violations of the University's applicable human resources policies, problems with colleagues, coworkers, or supervisors, or for reporting issues related to alleged employment discrimination or any form of unlawful harassment, all of which should be handled in accordance with the University's Personnel and Student Conduct Policies. The policies found in the most current Collective Bargaining Agreements, and the Code of Conduct are designed to address individual grievances and personal complaints.

#### Review History:

	Date
Cabinet	11/09/2017
General Counsel	11/10/2017
President	11/11/2017
Board of Trustees	2/21/2018