

## **Bryn Mawr College Whistleblower Policy**

Bryn Mawr College has a responsibility for the stewardship of College resources and the private support that enables it to pursue its mission. The College is committed to compliance with the laws and regulations to which it is subject and to promulgating College policies and procedures to interpret and apply these laws and regulations in the College setting.

The College's internal controls and operating procedures are intended to detect and to prevent or deter improper activities involving accounting practices, finances, internal controls or auditing. However, even the best systems of control cannot provide absolute safeguards against irregularities in these areas. The College has a responsibility to investigate and report to appropriate parties allegations of suspected improper activities and to report the actions taken by the College.

The Audit Committee of the Board of Trustees shall address all reported concerns regarding College accounting practices, finances, internal controls or auditing. In addition, while this Whistleblower Policy is primarily concerned with allegations of financial impropriety, it may also be used for reporting other alleged violations of law or College policy, even if there is a separate procedure for reporting such allegations. These additional concerns include, but are not limited to, issues regarding sexual harassment and discrimination, equal opportunity, unfair treatment, and working conditions. 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.

Individuals wishing to report violations or suspected violations, who do not wish to use regular, on-campus procedures for reporting, may do so by calling the College's hotline number, which is 855-582-3770. All reports will be routed by the hotline service to the Chair of the Audit Committee of the College's Board of Trustees for evaluation.

A file will be maintained by the Director of Human Resources for the purpose of documenting the resolution of reported violations or suspected violations.