

## **PROTECTION FOR REPORTING**

The CES affiliate institution (BYU, BYU Idaho, BYU Hawaii, and LDS Business College) shall keep confidential the identity of the person making a report under this policy unless (i) the person consents to or a governmental authority compels the disclosure (e.g., as per applicable law, lawfully issued subpoenas, warrants, court orders, or other investigatory documents issued by a court of competent jurisdiction) or (ii) maintaining such confidentiality would interfere with conducting an investigation of the specific allegations or with taking corrective action. Confidentiality means disclosure will be made only to institution personnel or agents who have a legitimate need to know in order to perform their responsibilities to the institution. No adverse employment action may be taken in knowing retaliation against any person who makes a good faith report under this policy, who reports reasonable suspicions of fraud in the workplace to a governmental authority, or who participates in a judicial, administrative, legislative, or institutional proceeding related to such allegations. Adverse employment action is broadly defined as any employment-related act or decision, including a failure to take appropriate action, by a supervisor or higher level authority that might dissuade a reasonable employee from making or supporting an allegation of fraud in the workplace. Violations of this section (Protection for Reporting) must be reported to the institution's compliance officer or General Counsel.