

Whistleblower Policy

Berklee expects its employees to perform their duties in accordance with applicable laws, regulations, Berklee policies and procedures and the highest ethical standards. A culture of compliance strengthens and promotes ethical practices and respectful treatment of all members of the greater Berklee community.

This Whistleblower Policy encourages and enables good-faith reports by Berklee employees, vendors and students. These reports may be of serious, observed, or suspected misconduct or noncompliance with law or Berklee policies or procedures. All faculty, staff, administrators, vendors, and students are encouraged to report suspected or actual wrongful conduct through the existing channels for addressing such concerns.

This policy does not replace existing channels for reporting and resolving illegal or unethical behavior but rather supplements it with a confidential, external reporting resource.

Acting in Good Faith

The Whistleblower Policy is based on faculty, staff, administrators, vendors and students acting in good faith to report concerns they have reason to believe are true. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious offense.

No Retaliation

No individual who, in good faith, reports a violation or suspected violation shall suffer harassment, retaliation or any adverse employment, educational or academic consequence, as a result of such good faith reporting.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis or anonymously. Investigations of violations or suspected violations will be kept confidential to the extent possible, consistent with the Berklee's need to investigate adequately.

Confidential, External Resource

Berklee has selected EthicsPoint, Inc. to provide a simple, risk-free way for employees, vendors and students to anonymously and confidentially report activities or behavior that may be criminal, unethical or otherwise inappropriate. Berklee will investigate and respond to all reports promptly and discreetly.