

The New School Whistleblower Policy

POLICY STATEMENT

It is the intent of The New School that its academic and administrative activities conform to applicable legal, ethical and professional standards and the University expects its trustees, faculty, administrators, staff and students (“Members of the University community”) to conduct their activities in accordance with applicable Federal, State and local laws as well as University policies and procedures as set forth in the University’s Institutional Policies & Procedural Manual, Student Handbook and Full-time Faculty Handbook.

This policy is intended to encourage Members of the University community to disclose conduct that they believe violate applicable law and/or University policies and the overarching principle that the University’s resources are not to be used for personal gain (“misconduct or suspected misconduct”). The University expects that reports of misconduct or suspected misconduct will be made in good faith, and will reflect a real and legitimate concern that must be promptly investigated and addressed. The University will strive to keep disclosures confidential unless disclosure is required by applicable law or the failure to disclose would impede the University’s investigation of the reported misconduct or suspected misconduct.

This policy prohibits Members of the University community from retaliating against those who disclose misconduct or suspected misconduct pursuant to this policy. Any Member of the University community who reports a misconduct or suspected misconduct in good faith will be protected from harassment, retaliation or other adverse employment, academic or educational consequences. Anyone who harasses, intimidates or otherwise attempts to retaliate against a reporter will be subject to disciplinary action, up to and including termination of employment and possible referral for other civil and/or criminal sanctions.

REPORTING:

Internal Mechanisms

Members of the University community are encouraged to report misconduct or suspected misconduct to their immediate supervisor. If this is not a feasible option, the University has designated the following members of the University Compliance Committee to receive, investigate and resolve complaints of misconduct or suspected misconduct as appropriate:

- A. Academic Misconduct (faculty or student) – Vice Provost,
Elizabeth Ross, rosse@newschool.edu
66 West 12th Street, 8th Floor, NYC, NY 10011
Phone: 212-229-8947 ext 2381

B. Misconduct related to the University's Personnel Practices – Senior Vice President for Human Resources and Labor Relations

Carol Cantrell, cantrelc@newschool.edu
79 Fifth Ave, 18th Floor, NYC, NY 10003
Phone: 212-229-5671 ext 4900

C. Fiscal Misconduct - Senior Vice President for Finance and Business

Frank Barletta, barlettf@newschool.edu
80 Fifth Ave, 4th Floor, NYC, NY 10011
Phone: 212-229-5660 ext 3550

D. All Other Misconduct - Vice President and General Counsel

Roy Moskowitz, moskowir@newschool.edu
80 Fifth Ave, 8th Floor, NYC, NY 10011
Phone: 212-229-5432 ext 4950

and/or;

The Chair of the Board of Trustees Audit and Risk Committee

Bevis Longstreth, auditchr@newschool.edu
C/O Office of the General Counsel
80 Fifth Ave, 8th Floor, NYC, NY 10011
Phone: 212-229-5432

External Mechanism

Members of the University community who wish to report their concerns anonymously, may contact **EthicsPoint**, a third-party provider of confidential reporting services retained by the University to accept anonymous reports. To contact EthicsPoint you can call 877-307-1207 or visit our website at <http://tnssecure.ethicspoint.com>.

INVESTIGATIONS/CORRECTIVE ACTIONS:

The Compliance Committee will be responsible for investigating reports made to them or to EthicsPoint, unless one of the members is the subject of the report; in those cases the Chair of the Board of Trustees Audit and Risk Committee will conduct the investigation.

Corrective actions in response to a report will be made to the President, Provost and Executive Vice President for approval and implementation.

The University Compliance Committee will make annual reports to the Board of Trustees Audit and Risk Committee of all reports made and corrective actions, if any, taken.