

Dartmouth College Policy on Reporting of Suspected Violations and Protection of Reporting Persons (Whistleblower Policy)

Dartmouth is committed to maintaining a community where faculty, staff and students (Personnel) are free to raise good faith concerns regarding the College's business practices; Dartmouth encourages such reporting. Dartmouth Personnel should report suspected violations of applicable laws, government or College regulations, government or industrial contract and grant requirements, or the College's Code of Ethical Business Conduct. This reporting should normally be made initially through standard management channels, beginning with the immediate supervisor. Alternatively, Personnel may go to a higher level of management and may also report suspected violations or problems to Risk and Internal Control Services, the Executive Vice President, or the General Counsel. You may also file a complaint through the Dartmouth Compliance and Ethics Hotline, which is managed by EthicsPoint, a third party. Reports can be made anonymously at <https://secure.ethicspoint.com/domain/media/en/gui/35378/index.html>. If a violation is reported anonymously, the College will investigate the violation if sufficient detail is provided to allow for an investigation. All Personnel should cooperate fully in the investigation of any suspected violation.

Channels of reporting described in this Policy are not intended to supersede specific grievance or other procedures established for particular situations. Where applicable, Personnel are advised to utilize such procedures. For example, complaints of violation of the College's policy against employment discrimination should be pursued through the equal opportunity grievance procedure administered by the Office of Institutional Diversity and Equity.

Dartmouth will not retaliate against any person who, in good faith, has reported a suspected violation of law or made a complaint against Dartmouth or another individual or entity with which Dartmouth has a business relationship. Any Personnel who believe that they have been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should contact the Chief Human Resources Officer, the Director of Employee and Labor Relations, or your Human Resources Consultant to discuss your concern about retaliation.

Personnel who wish to obtain information, in confidence, concerning their options for reporting suspected violations or retaliations should contact the Dartmouth Ombuds Office.