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About BC ConcernLine

What is the BC ConcernLine?

The BC ConcernLine is a comprehensive and confidential reporting tool created by NAVEX Global. It assists management and employees as they work together to address fraud, abuse, and other misconduct in the workplace, while at the same time, cultivate a positive work environment..

Why do we need a system like the BC ConcernLine?

- We believe that our employees are our most important asset. By creating open channels of communication, we can promote a positive work environment and maximize productivity.
- Public companies are required by law to have an anonymous reporting vehicle to address and report accounting and auditing fraud directly to the audit committee.
- An effective reporting system will augment our other efforts to foster a culture of integrity and ethical decision-making.

Reporting – General

May I report using either internet or the telephone?

Yes. With BC ConcernLine, you have the ability to file a confidential, anonymous report via the hotline or the interne.

What type of situations should I report?

The BC ConcernLine is designed for employees to report any violation within our stated Code of Conduct or other concern you may have.

If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

When you observe behavior that you believe violates our Code of Conduct, we expect you to report it. Ideally, you should bring any concerns forward to your direct supervisor or other member of our management team. However, we recognize that there may be circumstances when you are not comfortable reporting the issue in this manner. This is why we have partnered with a third party provider, called EthicsPoint, to offer you the BC ConcernLine. We would rather you report anonymously than keep the information to yourself.

Why should I report what I know? What's in it for me?

We all have the right to work in a positive environment, and with that right comes the responsibility of acting in an ethical manner and letting the appropriate people know if someone is not acting appropriately. By working together, we can maintain a healthy and productive environment. Professional misconduct can threaten the livelihood of an entire enterprise.

Does management really want me to report?

We certainly do. In fact, we *need* you to report. You know what is going on in our institution - both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on Broward College and those who work here. Also, offering input may help identify issues that can improve corporate culture and performance.

Where do these reports go? Who can access them?

Reports are entered directly on a secure server to prevent any possible breach in security. Our third party provider, EthicsPoint, makes these reports available only to specific individuals within the College who are in charge of evaluating the report, based on the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

Isn't this system just an example of someone watching over me?

The BC ConcernLine concentrates on being a positive aspect of our overall philosophy, which allows us to assure a safe, secure, and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions, or communicate a concern. Effective communication is critical in today's workplace, and this is a great tool to enhance that communication.

We have carefully chosen the best reporting tool to meet our compliance obligations while maintaining a positive reporting environment.

Reporting Security & Confidentiality

It is my understanding that any report I send from a Broward College computer generates a server log that shows every website that my PC connects with, so won't this log identify me as a report originator?

EthicsPoint does not generate or maintain any internal connection logs with IP addresses, meaning no information linking your PC to EthicsPoint is available. In fact, EthicsPoint is contractually committed not to pursue a reporter's identity.

If you feel uncomfortable making a report on your work PC, you have the option of using a PC outside our work environment (such as one located at an internet café, at a friend's house, etc.) through the EthicsPoint secure website. Many people choose this option, as EthicsPoint's data shows that fewer than 12% of reports are generated during business hours.

Can I file a report from home and still remain anonymous?

A report from home, a neighbor's computer, or any internet portal will remain secure and anonymous. An internet portal never identifies a visitor by screen name and the EthicsPoint system strips away internet addresses so that anonymity is totally maintained. Plus, EthicsPoint is contractually committed not to pursue a reporter's identity.

I am concerned that the information I provide EthicsPoint will ultimately reveal my identity. How can you assure me that will not happen?

The EthicsPoint system is designed to protect your anonymity. However, if you wish to remain anonymous, you - as a reporting party - need to ensure that the body of the report does not reveal your identity by accident. For example, "From my cube next to Jan Smith..." or "In my 33 years..."

Is the telephone toll-free hotline confidential and anonymous too?

Yes. You will be asked to provide the same information that you would provide in an internet-based report and an interviewer will type your responses into the EthicsPoint website. These reports have the same security and confidentiality measures applied to them during delivery.

What if I want to be identified with my report?

If you wish, there is a section in the report for identifying yourself.

Tips & Best Practices

I am aware of some individuals involved with unethical conduct, but it doesn't affect me. Why should I bother reporting it?

Our College chooses to promote ethical behavior. All unethical conduct, at any level, ultimately hurts the institution and its employees, including you. Recent corporate scandals had disastrous effects, showing what a seemingly harmless lapse in ethics can have on an otherwise healthy entity. So if you know of any incidents of misconduct or ethical violations, consider it your duty to yourself and your coworkers to report it.

I am not sure if what I have observed or heard is a violation of College policy, or involves unethical conduct, but it just does not look right to me. What should I do?

File a report. EthicsPoint can help you prepare and file your report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you weren't sure.

What if my boss or other managers are involved in a violation? Won't they get the report and start a cover-up?

The EthicsPoint system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named.

What if I remember something important about the incident after I file the report? Or what if the company has further questions for me concerning my report?

When you file a report at the EthicsPoint website or through the EthicsPoint Call Center, you receive a unique username and are asked to choose a password. You can return to the EthicsPoint system again, either by internet or telephone, and access the original report to add more details or answer questions posed by a company representative. You also may include further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer questions. You and the company now have entered into an "anonymous dialogue," where situations are not only identified, but can also be resolved, no matter how complex.

Are these follow-ups on reports as secure as the first one?

All EthicsPoint correspondences are held in the same strict confidence as the initial report, continuing under the umbrella of anonymity.

Can I still file a report if I don't have access to the internet?

You can file an EthicsPoint report from any computer that can access the internet. Many public locations, including the library and labs on campus, have computers with internet. If you don't have access or are uncomfortable using a computer, you can call the EthicsPoint toll-free hotline, which is available 24 hours a day, 365 days a year at 1-844-300-1076.