About EthicsPoint

What is EthicsPoint?

EthicsPoint is a comprehensive and confidential reporting tool created by NAVEX Global to assist organizations in addressing fraud, abuse and other misconduct, all while cultivating a positive environment.

Why do we need a system like EthicsPoint?

By creating open channels of communication, we can promote a positive environment and a culture of fairness, integrity and mutual respect. 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 the internet or the telephone?

Yes. With EthicsPoint, you have the ability to file a confidential, anonymous report via phone or online.

What types of situations should I report?

The EthicsPoint system is designed for members of the university community to report any violation of policies, procedures or applicable law, or to ask any questions or seek guidance regarding any ethics or compliance issue.

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 some behavior that you believe violates the law or our policies, we expect you to report it. Ideally, you should bring any concerns forward to your direct manager, or other member of university leadership. We recognize, however, that there may be circumstances when you are not comfortable reporting the issue in this manner. It is for such circumstances that we have partnered with EthicsPoint. We would rather you report anonymously than keep the information to yourself.

Why should I report what I know?

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.

Does university leadership really want me to report?

We certainly do. In fact, we need you to report. You know what is going on in our university community. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the university and our people. Also, offering positive input may help identify issues that can improve our culture.

Where do these reports go? Who can access them?

Reports are entered directly on the EthicsPoint secure server to prevent any possible breach in security. EthicsPoint makes these reports available only to specific individuals within the university who are charged with evaluating the reports, based on the type of question or 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 EthicsPoint system concentrates on being a positive aspect of our overall philosophy, and allows us to assure a safe, secure and ethical environment. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions or communicate concerns. Effective communication is critical 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 and Confidentiality

It is my understanding that any report I send from a university-owned device generates a server log that shows every website with which my device connects. Won't this log identify me as a report originator?

EthicsPoint does not generate or maintain any internal connection logs with IP addresses, so no information linking your device 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 device, you have the option of using a device 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 percent 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 username and the EthicsPoint system strips away internet addresses so that anonymity is completely 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 statements like, "From my cubicle next to Jan Smith..." or "In my 33 years..." may provide identifying information.

Is the helpline 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?

There is a section in the report for identifying yourself, if you wish.

Tips and 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 university chooses to promote ethical behavior. All unethical conduct, at any level, ultimately hurts all members of the university community, including you. So if you know of any incidents of misconduct or ethical violations, consider it your duty to yourself and your community to report it.

I am not sure if what I have observed or heard is a violation of our policies, 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 university 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 online or phone and access the original report to add more detail, answer questions posed by a university representative and add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer any questions. You and the university now have entered into an "anonymous dialogue" in which 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 device that can access the internet. You can file from home. Many public locations, including libraries have internet access. If you don't have access to or are uncomfortable using a computer, you can call the EthicsPoint toll-free helpline at 844-755-3394, which is available 24 hours a day, 365 days a year.