



UNIVERSITY OF RICHMOND

Policy Manual

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| Policy #: | GOV-1004 | Policy Title: | Policy Prohibiting Retaliation |
| Effective: | June 16, 2011 | Responsible Office: | President's Office |
| Date Approved: | June 16, 2011 | Approval: | Board of Trustees |
| Replaces Policy Dated: | June 9, 2009 | Responsible University Official: | Vice President and General Counsel |

PURPOSE:

This policy is designed to foster the University of Richmond's commitment to compliance with applicable laws and regulations governing the University and its operations by ensuring that members of the University community who, in good faith, raise a concern regarding an actual or potential compliance issue are not subject to any form of retaliation.

SCOPE:

This policy applies to the University of Richmond and all of its Affiliates. As used in this policy, the term "Affiliates" means organizations or entities in which the University owns a controlling interest or has the right to elect the majority of the entity's governing board.

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POLICY STATEMENT:

GOV-1004.1 – Policy

All members of the University community, including faculty, staff and students, who have a good faith concern regarding compliance with applicable laws and regulations or University policies are expected to report such concerns to their direct supervisor, their Dean, or the University General Counsel.

The University prohibits retaliation or retribution, in any form, against an individual who reports, in good faith, an actual, potential or suspected issue regarding compliance with applicable laws or regulations or University policies. As used in this policy, reporting "in good faith" means the individual making the report

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has a reasonable basis to believe that there has been or may have been a violation of applicable laws or regulations or University policies or that there is a reasonable possibility that such a violation may occur in the near future. Individuals who make frivolous or false reports shall not be deemed to be acting in good faith.

Anyone who engages in or attempts to engage in retaliation or retribution against an individual who reports, in good faith, an actual, potential or suspected issue regarding compliance with applicable laws or regulations or University policies shall be subject to discipline in accordance with the policies and procedures of the University.

RELATED POLICIES:

The University of Richmond Code of Organizational Ethics and Integrity

POLICY BACKGROUND:

This policy was reviewed and approved by the University of Richmond Board of Trustees in June 2011.

This policy was reviewed by the University's Vice President and General Counsel in June 2018.

POLICY CONTACTS:

Vice President & General Counsel

Director of Compliance and Title IX Coordinator