



Ohio Administrative Code Rule 3357:15-14-25 Whistleblower.

Effective: June 3, 2024

(A) A whistleblower, as defined by this policy, is an employee of Stark state college who reports an activity that he or she considers illegal, fraudulent, or unethical to one or more of the parties specified in this policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

(B) Examples of illegal or fraudulent activities include violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting. Although the college encourages employees to report concerns to their immediate supervisor, there are times when an employee may feel it is necessary to report a concern outside of the traditional reporting mechanism. The college has adopted a whistleblower policy for these instances.

(C) Whistleblower protections are provided in two important areas -- confidentiality and protection against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. The college will not retaliate against a whistleblower or any participants in the investigation. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action--such as termination, compensation decreases, or poor work assignments, and threats of physical harm. Any whistleblower or participant in an investigation who believes he or she is being retaliated against must contact the vice president of human resources immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

(D) All reports of illegal, fraudulent, and unethical activities will be promptly submitted to the human resources department, which is responsible for investigating and coordinating corrective action, if needed. Any employee who knowingly makes a false allegation of misconduct or retaliation will be subject to disciplinary action up to and including termination of employment. This policy is not in conjunction with, and will not replace or supersede federal and/or state



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whistleblower policies.