

**A. PURPOSE**

The purpose of the policy is to encourage and protect individuals who in good faith report incidents that are illegal, fraudulent, abusive or contrary to applicable law and/or University policy, or simply not in the best interests of the University by preventing the threat and acts of retaliation against the reporting individual (whistleblower) in a protected disclosure.

**B. AUTHORITY**

[Code of Virginia Section 23.1-1301, as amended](#), grants authority to the Board of Visitors to make rules and policies concerning

Retaliation – Any adverse action or credible threat of an adverse action taken by the University, or member thereof, in response to a whistleblower’s protected disclosure of University-related misconduct.

Student – Any person enrolled at the University at the time of the alleged improper activity.

Whistleblower – Any person who, in good faith, makes a protected disclosure to one or more of



- (a) A finding that no retaliation occurred may not be appealed.
- (b) The right to and method of appeal shall be included in the documentation of findings.

## 2. Required Cooperation

To the greatest extent allowed by law, policy, and contract, all individuals are required to cooperate and provide requested information to University personnel authorized under this policy or procedures enacted to implement this policy, and/or to investigate and determine the merits of reports of violation and/or complaints of retaliation. Any individual in violation of this policy is subject to action deemed appropriate by the University, which may include discipline up to and including termination from the University.

## 3. Protection Against Retaliation

No one may intimidate, harass, discriminate or in any way retaliate against a person who makes a protected disclosure. Any person, however, who knowingly files a false report will be subject to the appropriate disciplinary process.

## 4. Confidentiality

The University takes seriously its responsibility to enforce this policy, and therefore encourages any person reporting a concern to identify him or herself so as to facilitate any resulting investigation. Notwithstanding the foregoing, in reporting a concern, University personnel shall maintain the confidentiality of the reporting individual unless the reporting individual provides written consent to disclose his or her identity. Notwithstanding the foregoing, University personnel may disclose the identity of the reporting individual to the extent necessary to conduct an investigation or to take appropriate disciplinary action.

Where to go with issues or concerns:

- [Old Dominion University Department of Human Resources](#)
- [Office of Institutional Equity and Diversity](#)
- [Office of the University Auditor](#)
- [The State Employee Fraud, Waste, and Abuse Hotline, 1-800-723-1615](#)
- [The Virginia Office of Employment Dispute Resolution \(EDR\)](#)

**POLICY HISTORY**

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