



<b>Policy:</b> Non-Retaliation for Reporting	<b>Applicability:</b> College Personnel
<b>Policy Owner:</b> Office of General Compliance	<b>Approved By:</b> Office of the President
<b>Effective Date:</b> September 15, 2003	<b>Last Reviewed:</b> March 5, 2012
<b>Next Review:</b>	<b>Contact:</b>

**PURPOSE:** To reassure all College personnel who wish to report concerns through Compliance Line, the Compliance Hotline, and/or College management that they will not be subject to retaliation, retribution, or harassment for reporting the concern.

**POLICY STATEMENT:** The College prohibits any retaliation, retribution, or harassment to be directed against any employee who reports a Compliance concern. Anyone who is involved in any act of retaliation against an employee whom has reported suspected misconduct in good faith should be subject to disciplinary action.

**PROCEDURE:**

1. All College employees have an obligation to report, in good faith, concerns about actual or potential wrongdoing.

2. All instances of retaliation against reporting employees will be brought to the attention of the Compliance Officer who will, in conjunction with Legal Counsel and Human Resources investigate and determine the appropriate action to be taken.

Any employee, who reports concerns regarding his or her own inappropriate conduct, will not be exempt from the consequences of those actions.

**SANCTIONS:** Violations of this policy could result in disciplinary measures including the termination of employment or business relationship with the College. Suspected violations of this policy are to be handled in accordance with the Code of Conduct and College Compliance Program.

**REFERENCES:** Meharry Medical College Compliance Program

Meharry Medical College Code of Conduct