



Employee Whistleblower Protection

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Purpose & Scope

This policy establishes the framework for whistleblower protection related to sponsored awards at Colorado Mesa University (CMU). It is designed to uphold the principles of accountability, integrity, and transparency, in compliance with [Uniform Guidance \(2 CFR Part 1402 Subpart C\)](#). This policy outlines the procedures for reporting concerns, safeguards against retaliation, and the institution's commitment to protect employees who report suspected violations or irregularities in the management of sponsored awards.

This policy applies to all employees, including faculty, staff, and students, who engage in sponsored award activity. It ensures that individuals reporting concerns are safeguarded from any adverse actions.

Definitions

Whistleblower: An employee, student, or other individual associated with CMU who reports, in good faith, suspected violations, fraud, waste, abuse, or other irregularities related to the management of sponsored awards.

Retaliation: Adverse actions taken against a whistleblower in response to their reporting of suspected violations or irregularities, including, but not limited to, termination, demotion, harassment, or discrimination.

Policy

Whistleblower Reporting

1. CMU encourages individuals who report suspected violations, fraud, waste, or other irregularities related to sponsored awards to do so promptly. Reports should be made in good faith and with a reasonable belief that the information is accurate.
2. Reports can be made to the institution's Controller or any appropriate Vice President.

Confidentiality and Anonymity

1. The university will protect the confidentiality of whistleblowers to the fullest extent allowed by law. Whistleblowers may choose to remain anonymous when reporting concerns.
2. University officials handling whistleblower reports will not disclose the identity of the whistleblower without their explicit consent unless required by law.

Whistleblower Protection



1. CMU is committed to protecting whistleblowers from any form of retaliation or adverse action as a result of their good-faith reporting.
2. Retaliation against whistleblowers is strictly prohibited and will result in disciplinary actions, up to and including termination, against those responsible for such actions.
3. Whistleblowers who believe they have faced retaliation should report such incidents promptly. Appropriate CMU personnel will investigate and address these claims.

Investigation and Follow-Up

1. Reported concerns will be investigated thoroughly and objectively. The University Controller, compliance officers, or other relevant units will be responsible for conducting investigations.
2. Whistleblowers will be informed of the status and outcome of investigations, as allowed by law.