

The University of Southern Mississippi Foundation
Whistleblower Policy
Approved, September 2009

The University of Southern Mississippi Foundation (the “Foundation”) is committed to high standards of ethical, moral and legal business conduct. In line with this commitment and the Foundation’s commitment to open communication, this policy provides an avenue for Foundation Directors or Officers, Committee, Subcommittee or Council members, and Foundation or University employees assigned to the Foundation (“Employees”) to raise concerns. It also provides reassurance that the Director, Officer, committee, subcommittee, or council member or employee will be protected from reprisals or victimization for whistleblowing. (For purposes of this policy, an employee is defined as any individual who is paid for providing services to the Foundation or the University and assigned to the Foundation and includes both full-time and part-time employees.)

This Whistleblower Policy is intended to offer protection if a Director, Officer, committee, subcommittee or council member, or an employee raises concerns regarding the Foundation, including concerns regarding:

- Conflicts of interest;
- Incorrect financial reporting;
- Unlawful activity;
- Activities that are not in line with Foundation policy; or
- Any other activities that constitute serious improper conduct.

If any Director, Officer, committee, subcommittee or council member, or employee reports in good faith what he believes to be a violation of the law and/or financial wrongdoing to the Foundation officers or board, or to a federal, state, or local agency or assists in an investigation concerning financial wrongdoing, it is the Foundation’s policy that there will be no retaliation taken against such individual.

All Directors, Officers, committee, subcommittee and council members and employees are reminded of the importance of keeping financial matters confidential. Any questions concerning the confidentiality or appropriateness of disclosure of particular information should be directed to an officer of the Foundation not involved in the matter to be reported.