

Whistleblower

Kansas City Kansas Community College (KCKCC) is committed to operating in accordance with all federal, state and local laws and regulations and to ensure that its internal policies are followed.

A whistleblower, as defined by this policy, is an employee, student or any other person providing services to KCKCC, who reports in good faith an activity that a reasonable person would consider to be a violation of college policies or federal, state or local laws or regulations.

The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Reporting Suspected Improper Activities

Any employee or student of KCKCC is encouraged to come forward in good faith with reports or concerns about suspected violations of college policies or illegal practices and may do so without fear of retaliation. Any employee or student with a question about the established standard of any practice under the college's policies should seek guidance from their supervisor or the college official who has responsibility for overseeing compliance with the particular policy.

Any employee or student who becomes aware of or has reason to suspect a violation of college policies or illegal practices should report that suspected violation, regardless of whether they are personally involved in the matter. Employees or students are encouraged to report any violation to their supervisor or college official who has responsibility for overseeing compliance with the particular policy, regulation, or law.

All suspected violations will be investigated and proper steps to correct any deficiency or address issues will be taken by the appropriate person in consultation with legal counsel and HR if appropriate.

Confidentiality

Reports of violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Prohibition of retaliation

No one who, in good faith, reports a suspected violation of policy, regulation or law will be subject to any adverse consequence or retaliation for making the report. Any employee or student who retaliates against someone who has reported a violation in good faith, is subject to discipline up to and including termination of employment or expulsion from the college.

Adopted: Board of Trustees
March 20, 2018