

Policy Review Committee

June 28, 2018 10:00 – 11:30 am
Pleasants Family Assembly Room

AGENDA

Meeting's goals:

- Discuss PolicyStat roll-out, communications and training plan
- Discuss new University Whistleblower/Non-Retaliation policy
- Discuss suggested priorities and goals for the next six months
- Share updates and/or concerns on current or pending policies

I.	Opening and Introductions (5 minutes)	10:00 – 10:05
II.	PolicyStat – Discussion/Q&A (20 minutes)	10:05 – 10:25
III.	Discussion Forum (20 minutes)	
	a. Whistleblower/Non-Retaliation policy	10:25 – 10:45
IV.	Policy Liaison Updates (5 minutes)	10:45 – 10:50
V.	Informational Items (30 minutes)	10:50 – 11:20
	a. Suggested priorities and goals for the next six months	
VI.	Closing thoughts/questions/upcoming items (10 minutes)	11:20 – 11:30

Next Meeting: Thursday, July 26, 2018, 10:00 – 11:30 am, Pleasants Family Room, Wilson Library

[Upcoming Training](#) (registration via links below)

Extreme Makeover: UNC Policy Edition
[Wednesday, August 15, 9:00 AM – 10:30 AM](#)

PolicyStat Training Webinar III
Date TBD

Executive Summary

Policy Title: [Whistleblowing and Non-Retaliation](#)

Responsible Unit: Office of Ethics Education and Policy Management

Issuing Officer: Kim Strom-Gottfried

Month Submitted for Review: June 2018

Policy Summary

Replaces 2001 policy to conform with current laws and policies protecting people who make good faith reports of wrongful conduct. Outlines processes for reporting wrongful conduct.

Proposed Revisions

1. Explicitly uses word “whistleblower”
2. Makes Office of Ethics Education and Policy Management responsible unit (instead of OUC)
3. Expands “wrongful conduct” definition to include violations of policy, procedures, and ethical or professional standards
4. Describes avenues of reporting and anonymous reports
5. Provides comprehensive links to State and federal laws and University policies and procedures

Interpretation/Implications of the Revisions

Fear of retaliation is frequently cited as a reason for failures to report unethical or illegal activity. The revised policy establishes the elements of good faith reports and addresses both the legal and organizational protections for whistleblowers. A relevant searchable policy is intended to encourage reporting so that the University can take timely corrective actions.

Stakeholders Impacted by the Revisions

Students, Employees, Applicants, Contractors, Vendors, Affiliates, Visitors

Review History

1. Ethics and Integrity Working Group Report recommended conducting a meaningful review of the University’s policy on retaliation and communicating a clear commitment to upholding protections against retaliation.
2. Last Policy dated 2001. Focused particularly on the legal protections for reporting misuse of government resources, “gross abuse of power” etc. Did not use term “whistleblower” and thus did not appear in UNC policy searches.
3. Summer of 2017, Masters-level temporary office staffer reviewed:
 - a. UNC policies that address retaliation (13, including those protecting minors, reporting research misconduct, nondiscrimination, SHRA/EHRA grievance policies, etc.)
 - b. Whistleblower policies or statements at UNC system-defined peer institutions and ACUPA policy listserv. Some simply restate State laws; other take a broader view.
4. Policy redrafted. Meeting 9/2017 with Wayne Blair, Laurie Mesibov, Neera Skurky, Robin Cyr, Phyllis Petree, and OEEPM staff. Consensus to affirm commitment to protection from retaliation beyond legal protections for certain groups and offenses. Skurky and Mesibov tasked to rewrite policy.’
5. September 2017-April 2018 Draft Policy is reviewed and revised in person and electronically by EPAC (2X), OUC (2X), Integrity Advisors, Policy working group (Becci Menghini, Neera Skurky, Robin Cyr, Phyllis Petree and Laurie Mesibov).
6. Posted on Policy Stat. Discussed at June 28 PRC. Approved for reposting with edits and approval July 31.