Rock Valley College

RVC Board Policy 3:10.100

Whistleblower

Rock Valley College is committed to the highest ethical standards and conducting its operations in compliance with all federal and state laws and regulations. The purpose of this policy is to encourage all members of the College community to report allegations of internal wrongdoing and to provide assurance of confidentiality and anonymity for such reporting in good faith pursuant to the *Illinois Whistleblower Act,* 740 ICLS 174/1 *et seq.* and the Illinois State Officials and Employees Ethics Act, 5 ILCS 430/15, and other applicable state and federal laws.

For purposes of this policy, wrongdoing may include but is not limited to:

(1) Crimes or violations of the law or governmental regulations;
(2) Fraud or financial irregularity;
(3) Improper use of College funds, property or assets;
(4) Corruption, malfeasance, bribery, theft, coercion or blackmail;
(5) Endangering the health or safety of an individual;
(6) Harming College property; and
(7) Other unethical conduct.

In accordance with the *Illinois Whistleblower Act*, neither the Board, nor employees of the College may retaliate against or make threats of retaliation against a whistleblower who has reasonable cause to believe that the information reported discloses a violation of a State or federal law, rule, or regulation, or for refusing to participate in an activity that they reasonably believe would result in a violation of a state or federal law, rule or regulation, or who disclosing the information in court, an administrative hearing, before a legislative commission or committee, or in any other proceeding.

Confidentiality of the whistleblower's identity will be maintained to the extent practicable within the limitations of the law, College policy, and the legitimate needs of the investigation.

Whistleblower Policy

Whistleblowers who believe that they have been retaliated against may file a written complaint with the Vice President of Human Resources or the President. Any complaint of retaliation will be promptly investigated and appropriate corrective measures taken if allegations of retaliation are substantiated. This protection from retaliation is not intended to prohibit managers or supervisors from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance-related factors.

Reference: AR 314, Board Report 8377
Implemented: April 8, 2014
Revised: April 28, 2026

RVC is an equal opportunity educator and employer.