

## Employee Protection (Whistleblower) Policy

It is the intent of The University of the South to adhere to all laws and regulations that apply to nonprofit, tax exempt organizations. The purposes of this policy are to support the University's goal of compliance with these laws and regulations, and to seek the support of all employees to achieve this goal.

If any employee reasonably believes that some policy, practice, or activity of the University is in violation of law, a written complaint must be filed by that employee with the Provost or General Counsel.

An employee is protected from retaliation if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Provost and General Counsel and provides the University with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with this requirement.

The University will not retaliate against an employee who, in good faith, has raised a complaint against some practice of the University, or of another individual or entity with whom the University has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of University policy.

November 18, 2013