

## Phi Upsilon Omicron's Whistleblower Policy<sup>1</sup>

Phi Upsilon Omicron's Whistleblower Policy encourages all members with credible information regarding illegal and/or unethical practices to report such practices to the Executive Director. Illegal and/or unethical practices to report under this policy include, but are not limited to, financial improprieties, accounting or auditing matters, ethical violations, cases of discrimination, or other violations of Phi Upsilon Omicron's Bylaws. In addition, Phi Upsilon Omicron encourages inappropriate behaviors committed by Chapter Members, Advisors, Collegiate and Alumni Chapters, National Council Members, National Committee Members, or Executive Board Members be reported.

Reports made under this policy should be in writing and should describe in sufficient detail the specific facts of the alleged illegal and/or unethical practice. Reports can be made on a confidential or anonymous basis. However, Phi Upsilon Omicron might be unable to fully investigate a vague or general complaint that is made anonymously.

All reports should be directed to the Executive Director unless the Executive Director is implicated in the report. If the Executive Director is implicated in the report, then the report should be directed to the National President instead. Once the report is received, Phi Upsilon Omicron will conduct a prompt, discreet, and objective review and/or investigation.

Phi Upsilon Omicron prohibits retaliation against anyone making a good faith report and those investigating such reports. This protection extends to those whose allegations are made in good faith but prove to be mistaken. However, Phi Upsilon Omicron reserves the right to discipline persons who knowingly make false reports or who otherwise abuse this policy.

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<sup>1</sup> Adapted from the Internal Revenue Service Revised Form 990 (2008)