

- Accepting or seeking anything of material value from contractors, vendors, or persons providing goods or services to Lewis University. Exception: gifts less than a nominal amount of \$75 or less in value.
- Destruction, removal or inappropriate use of records, furniture, fixtures, and equipment.
- A violation of or noncompliance with of a local, state, or federal law or regulation, a university policy or procedure.
- An act, representation or omission that could result in a potential adverse impact on the health and well-

as such, confidentiality cannot be guaranteed. However, the whistleblower will be protected against any and all retaliation as noted below.

Whistleblower Protections

Employees or other persons who lawfully report suspected improprieties or other activity to the University, the Audit Committee, or any federal or state authority or agency shall not suffer discharge, demotion, suspension, threats or harassment or be discriminated against in any other way because of such person's lawful actions in providing information or assistance

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