

## **College Announces Ethics & Integrity Watch Program**

*President Scott Invites Employees to Comment on Perceived Illegal/Unethical Practices*

Marietta College President Jean Scott has established a means for College employees to contact her directly and privately to express concerns about perceived illegal or unethical activities at the College. The program permits employees to privately express concerns directly to the President at [scottj@marietta.edu](mailto:scottj@marietta.edu) or at 740-376-4799. The program is a voluntary effort by the College to maintain the highest standards and principles in its day-to-day activities. It is derived from recent federal legislation (the Sarbanes-Oxley Act) which sets ethical standards for business enterprises. Our program begins immediately.

Marietta College strives to be a responsible employer by providing a healthy work environment for its faculty, staff and administrators. College leadership actively collaborates with members of the campus community to create a working environment that is characterized by teamwork, collegiality, fair compensation, and good morale.

Part of being a responsible employer is providing a means for employees to identify situations in which they believe illegal or unethical activities may be occurring. Employees should be able to confidentially articulate concerns to senior administration without undue publicity, intimidation or fear of retribution, so that issues can be addressed and, as necessary, corrected. Examples of illegal or unethical activities that have occurred at other colleges are: Use of a college vehicle for personal trips, directing College employees during work hours to support a supervisor's outside business, unapproved borrowing of college equipment for use at home, falsifying timecards, or providing false information to college officials.

Therefore, the College has established a mechanism by which individual employees may, via e-mail or telephone, directly inform the President of concerns about perceived illegal or unethical activities. An employee who brings an issue to the President's attention will be asked to identify himself/herself so that the President can respond. Should the President investigate an issue for purposes of correction, the identity of the reporting employee will be highly protected and will be known *only to persons who must know* in order to address and correct the issue.

If an employee's concern involves the activities of the President, the employee can contact the Chair of the Marietta College Board of Trustees. The current Chair is Ms. Pat Willis at [pwillis@georgiavoices.org](mailto:pwillis@georgiavoices.org).

President Scott views the program as vital to maintaining a healthy work environment at Marietta College. She is also committed to protecting the identity of participating employees when addressing issues and concerns. "We need the input from members of our campus community to assure that we are conducting ourselves in the most professional manner," Scott stated. "Staff and faculty may observe things that they want to report. But we need to protect employees' identities if we expect them to do so. They need to be comfortable in expressing their concerns."