



Alliant International University

Disclosure Report

Date Submitted: September 29th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
Fossil fuels Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☐	☒
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☐	☒
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☒	☐
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☐	☒
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☐	☒
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☒	☐

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2021 - 2025
Topic	Litigation related to labor issues
Summary of Issue	Alliant International University is a private, professional-focused institution based in San Diego, California. It offers career-oriented degree programs in psychology, business and management, education, forensic studies, and law, delivered both on-campus and online, supported by comprehensive student services. Over the past five years, the company has been involved in four litigation cases related to employment matters. These labor suits, filed primarily by former employees, included claims such as reimbursement for business expenses and allegations of retaliation.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Three of the litigations involve reimbursement of business expenses, and one pertains to allegations of retaliation. The total value of all cases was less than 1% of the company's total revenue during the same reporting period.
Impact on Stakeholders	The primary impact related to labor litigation is a financial impact on former and current employees.
Resolution	The cases related to the reimbursement of business expenses were settled with a payment. The retaliation allegation against the company is still pending, waiting for a resolution in court.
Management Practices	In order to address the reported issues and also to avoid them from happening again, Alliant implemented the following actions: • Updated its expense reimbursement policy to provide greater clarity and consistency, • Revised its Code of Conduct policies and procedures to ensure enhanced clarity and alignment with best practices,



	• Reviewed policies related to the hiring and retention of part-time faculty to strengthen fairness, transparency, and compliance.
Related Incidents (Yes/No)	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

Issue Date	Ongoing
Topic	For-Profit Higher Education
Summary of Issue	B Lab recognizes that for-profit higher education is controversial and that a number of industry participants have questionable reputations. B Lab sees its role as the promotion of robust standards of industry-specific performance, expanded legal accountability, and public transparency that can be used by policymakers, investors, and the general public to make more informed decisions about which for-profit higher education institutions meet market demand while generating the greatest positive impact and best serving the public interest. We have created a specific set of standards to address issues unique to for-profit higher education companies: The Higher Education Addendum of the B Impact Assessment is the result of nearly 2 years of work with a distinguished group of industry experts and includes industry-specific metrics on: 1. Educational Models and Engagement: The extent to which the company is able to deliver long-term sustained educational services and its engagement with the higher education and broader community to advance higher education and promote wellbeing 2. Recruiting, Marketing, and Transparency: The policies, practices, and results of the institution's recruiting practices to ensure accurate information and consumer protection 3. Student Outcomes: The extent to which the institution delivers positive outcomes for its enrollees, particularly for traditionally underrepresented groups, including their ability to progress to completion and achieve economic independence 4. Student Experience: The extent to which the institution delivers a positive student experience, including quality instruction and faculty, supportive and accessible student services, and external career and service opportunities

Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Alliant International University currently has approximately 3,800 students.
Impact on Stakeholders	Please see the Summary of Issue section.
Implemented Management Practices	Alliant International University has met all requirements of The Higher Education Addendum listed in the Summary of Issues section above.