

Reporting Fraud, Waste, or Abuse

State law requires all public institutions of higher education to provide a means by which students, employees, or others may report suspected or known improper or dishonest acts. In addition, **Nashville State Community College** is committed to the responsible stewardship of our resources.

Whether you are part of departmental management, a faculty or staff member, a student, or an interested citizen, we encourage you to report known or suspected dishonest acts by employees, outside contractors, vendors, or others.

What Should I Report?

Dishonest or fraudulent acts, either known or suspected, should be reported, such as:

- Theft or misappropriation of funds, supplies, property, or other college resources
 - Forgery or alteration of documents
 - Unauthorized alteration or manipulation of computer files
 - Improper or wasteful activity
 - Falsification of reports to management or external agencies
 - Pursuit of a benefit or advantage in violation of the college's conflict of interests policy
 - Authorization or receipt of compensation for hours not worked
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Think Before You Speak!

Before making allegations of dishonesty, be reasonably certain of any claims. Such allegations can seriously and negatively impact the accused individual's life and adversely affect the working environment of the department.

Reporting Options

Several options are available to all Nashville State Community College employees, students and others for reporting known or suspected dishonest acts.

You may report your concerns:

- To your supervisor or department head
- To any official on campus (Director of Safety & Security or any administrator that you trust)
- To **Nashville State Community College** Internal Audit at **615-353-3572** or by e-mail at ReportFraud@nscc.edu
- To the Tennessee Board of Regents by e-mail at ReportFraud@tbr.state.tn.us
- To the Tennessee Comptroller's Hotline for Fraud, Waste and Abuse at **800-232-5454**

If you are a supervisor, department head, or college official and you receive a report of a dishonest act; contact Internal Audit at 615-353-3572 for further assistance.

Investigations

When Internal Audit receives allegations of dishonesty or other irregularity by an employee, outside contractor, or vendor, they are required to conduct an investigation.

Departmental management should not attempt to conduct investigations nor alert suspected employees of an impending investigation.

In an investigation, objectives include verifying the facts, maintaining objectivity and confidentiality, determining responsibility, and recommending corrective actions to help ensure that similar actions do not occur in the future.

Protection under State Law

As Internal Audit investigates allegations of dishonesty, the reporting individual's confidentiality is protected under *Tennessee Code Annotated* Title 10, Chapter 7 (subject to court action requiring disclosure). Also, state law prohibits discrimination or retaliation of any kind against employees who report allegations of dishonest acts.

Reporting Responsibility

Internal Audit has reporting responsibility to the Audit Committee of the Tennessee Board of Regents through the Director of System-wide Internal Auditing. This reporting relationship enables them to independently and objectively review matters involving any level of administration at **Nashville State Community College**.