

Compliance and Ethics Week

Understanding the RF's Fraud and Whistleblower Policy

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Policy

The Office of Compliance Services has the primary responsibility to help prevent and detect fraud, waste, and abuse at the Research Foundation.

Fraud and Whistleblower Policy

Procedure for Investigating Fraud and Misconduct

What is Fraud?

RF policy defines Fraudulent or Dishonest Conduct as a deliberate act or failure to act with the intention of obtaining an unauthorized benefit or misleading an RF representative gov't official, vendor, or other. Examples:

- commission of any crime or offense, including forgery or alteration of documents
- unauthorized alteration or manipulation of computer files
- fraudulent or deceptive financial reporting
- pursuit of a benefit or advantage in violation of COI
- unauthorized disclosure of confidential information
- misappropriation of assets
- intentional or deliberate activity resulting in violation of sponsor requirements
- intentional violation of RF policy

Allegations

Good Faith Disclosure versus Baseless Allegation

Any allegation must be made in good faith – doesn't mean it must be right

Baseless allegations can result in discipline

Retaliation is **PROHIBITED** – whistleblowers must be protected against any adverse employment action

Reporting

Individuals are expected to report actual or suspected violation of the Code of Conduct, RF Policies, and Fraudulent or Dishonest Conduct.

Reports can be made to:

Supervisor, department head, or chair

Operations Manager or Deputy Operations Manager

RF Ethics Hotline

www.compliance-helpline.com/rfsuny.jsp or

1-800-670-7225

Compliance, Audit, Legal, RF President or other Officer

Investigation and Review

All violations EXCEPT EEO Policy, Nondiscrimination and Nonharassment Policy and Workplace Discrimination or Harassment Complaint are reviewed consistent with the fraud policy and procedure

Compliance manages the process in consultation with Audit and Legal

All good faith disclosures MUST be reviewed

2014 Nationwide Trends

Compliance learns about 13% of violations

Assume 1,000 employees observe potential misconduct:

56% of potential misconduct observed goes unreported, 436 people report their observations

69% of reports go to a direct supervisor: 300 reports to supervisor, 138 reports to HR, Legal, and 38 reports to Compliance

72% of supervisors escalate to their supervisor: 216 reports escalated to next supervisor, 147 go to HR or Legal, 91 go to Compliance

Integrated Approach

The RF takes an integrated approach towards hotline management

Compliance, Legal, Audit and HR work together to manage and monitor cases

Regardless of the source of the complaint, all matters are managed through our IntegriLink hotline management system supporting integrated approach.

Pharma Case Study