

**The University of Mississippi Research Foundation
Standard Operating Procedure**

Policy on Reporting Illegal or Unethical Behavior

Purpose

It is the intent of the University of Mississippi Research Foundation (“UMRF”) to adhere to all laws and regulations that apply to UMRF. The purpose of this policy is to support UMRF’s goal of legal compliance.

Procedure

Employees, directors and officers of UMRF are encouraged to talk to supervisors, managers or other appropriate personnel about observed or suspected illegal, improper or unethical behavior. Violations or suspected violations of laws, regulations or UMRF policies can be reported directly by employees, directors and officers to the Chief Executive Officer, the President or any member of the Board of Directors.

Reprisal, threats, retribution or retaliation against any person who has in good faith reported suspected illegal, improper or unethical behavior or act to UMRF, or against any person who is assisting in any investigation or process with respect to suspected illegal, improper or unethical behavior or act, is a violation of this policy and is prohibited by a variety of state and federal laws. Accordingly, UMRF will not permit the making of any reprisal, threats, retribution or retaliation or similar actions against any person making a good faith report of a suspected illegal, improper or unethical behavior or act.