Reporting of Financial Improprieties or Fraud
All ULI personnel are expected to report any acts of financial impropriety or fraud committed by ULI staff or volunteers, including but not limited to material deviations from generally accepted accounting principles, improper alteration of records, embezzlement of ULI funds, or the like. Such reports should preferably be made in writing to ULI’s legal counsel. Reports will be treated as confidential to the extent reasonably possible. Reports may also be made on an anonymous basis. All reports will be promptly documented and investigated.

Legal Counsel
Robert M. Portman
Powers, Pyles, Sutter & Verville, P.C.
1501 M Street NW, 7th Floor
Washington, D.C. 20005

The Institute will not retaliate or otherwise take any personnel action(s) against any employee who discloses information that the employee reasonably believes evidences an abuse of authority, gross mismanagement, gross waste of money, a substantial and specific danger to public health, or a violation of the law. Moreover, the Institute will not take any personnel action against any employee who objects to or refuses to participate in any unlawful activity, policy, or practice, or who seeks a remedy after disclosing any such behavior.