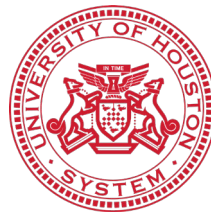


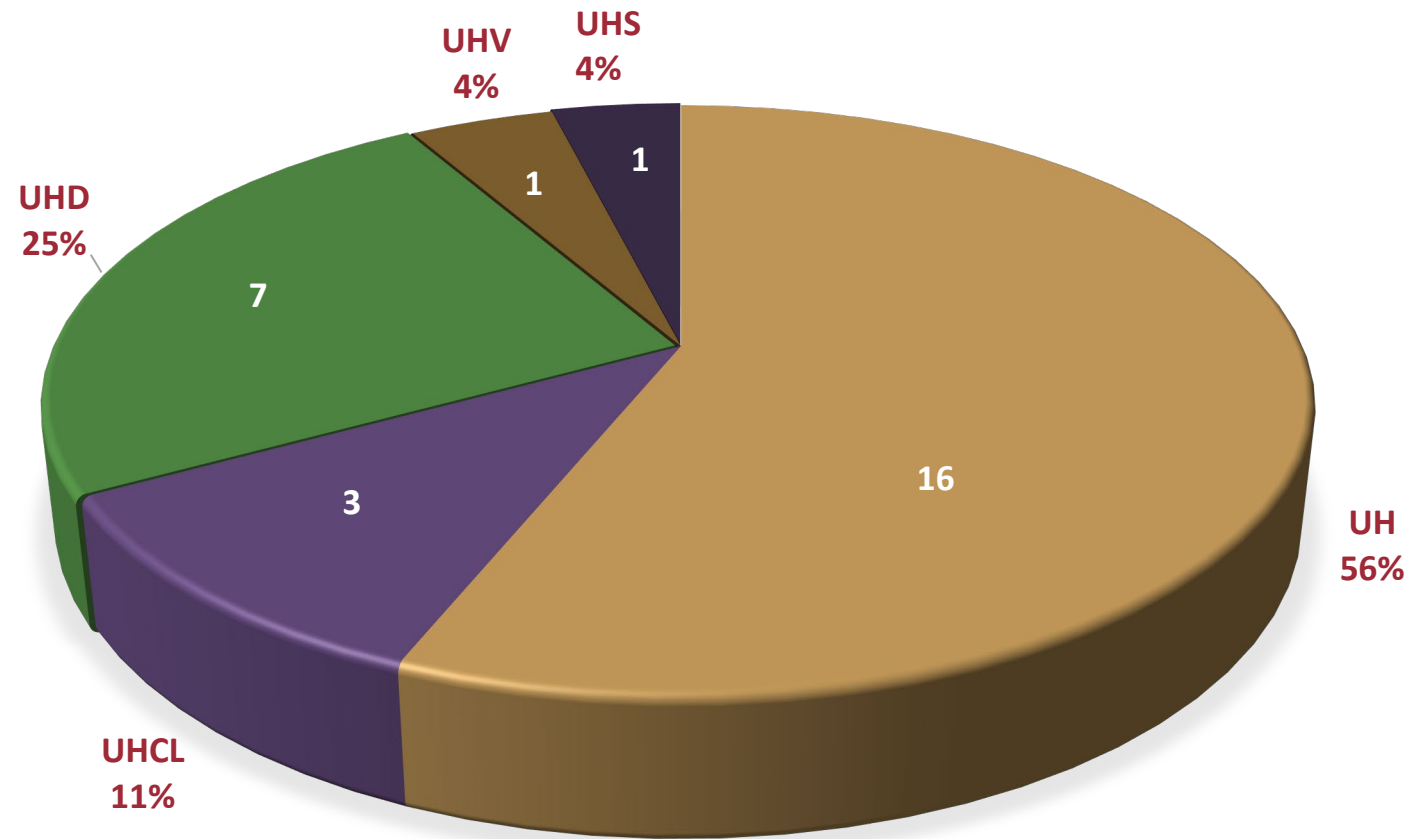


University of Houston System

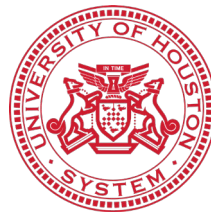
Institutional Compliance Hotline Report
for the three months ended July 31, 2025



Hotline Reports for all UHS Universities

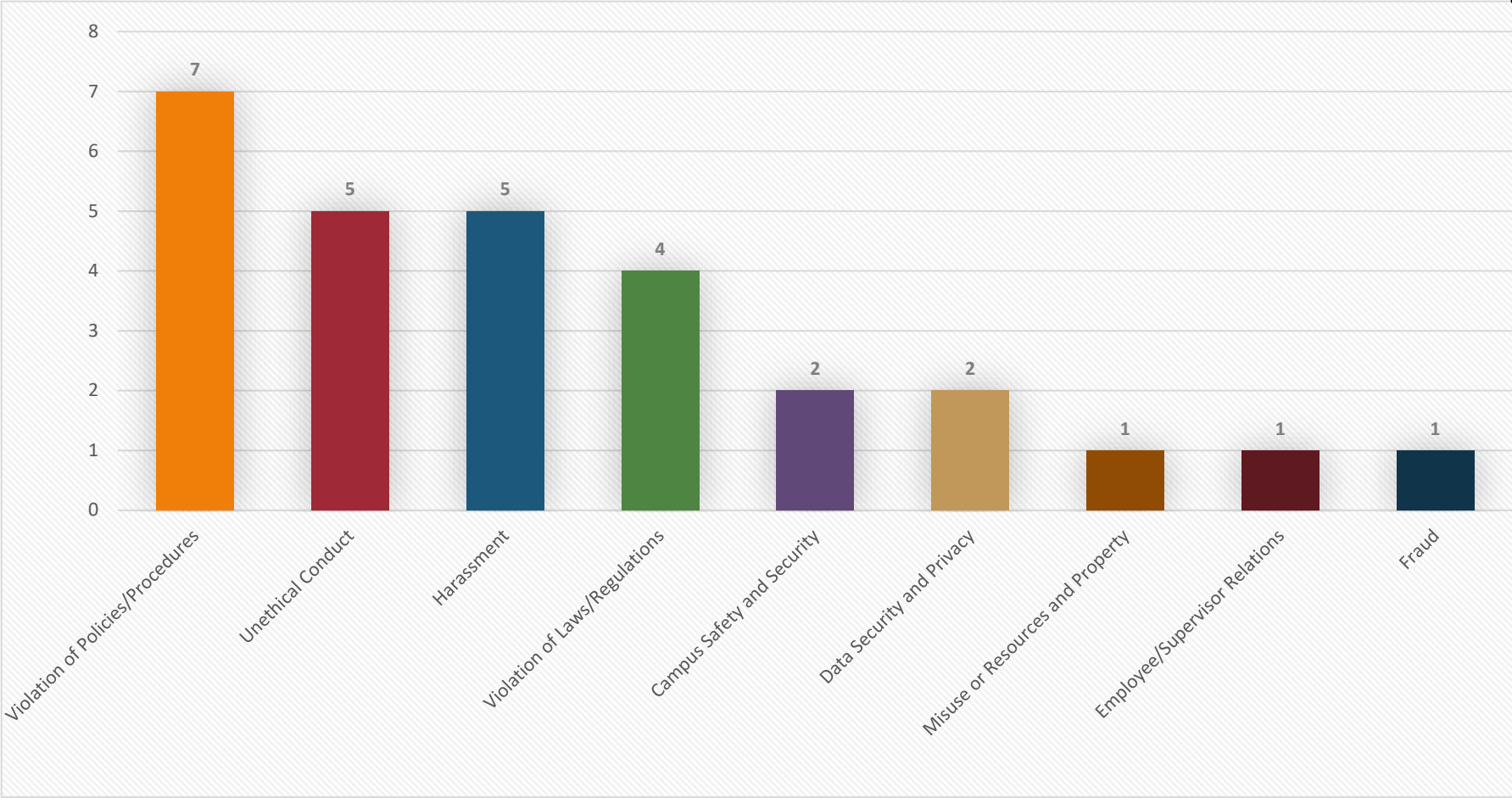


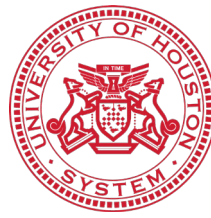
UHS Total: 28



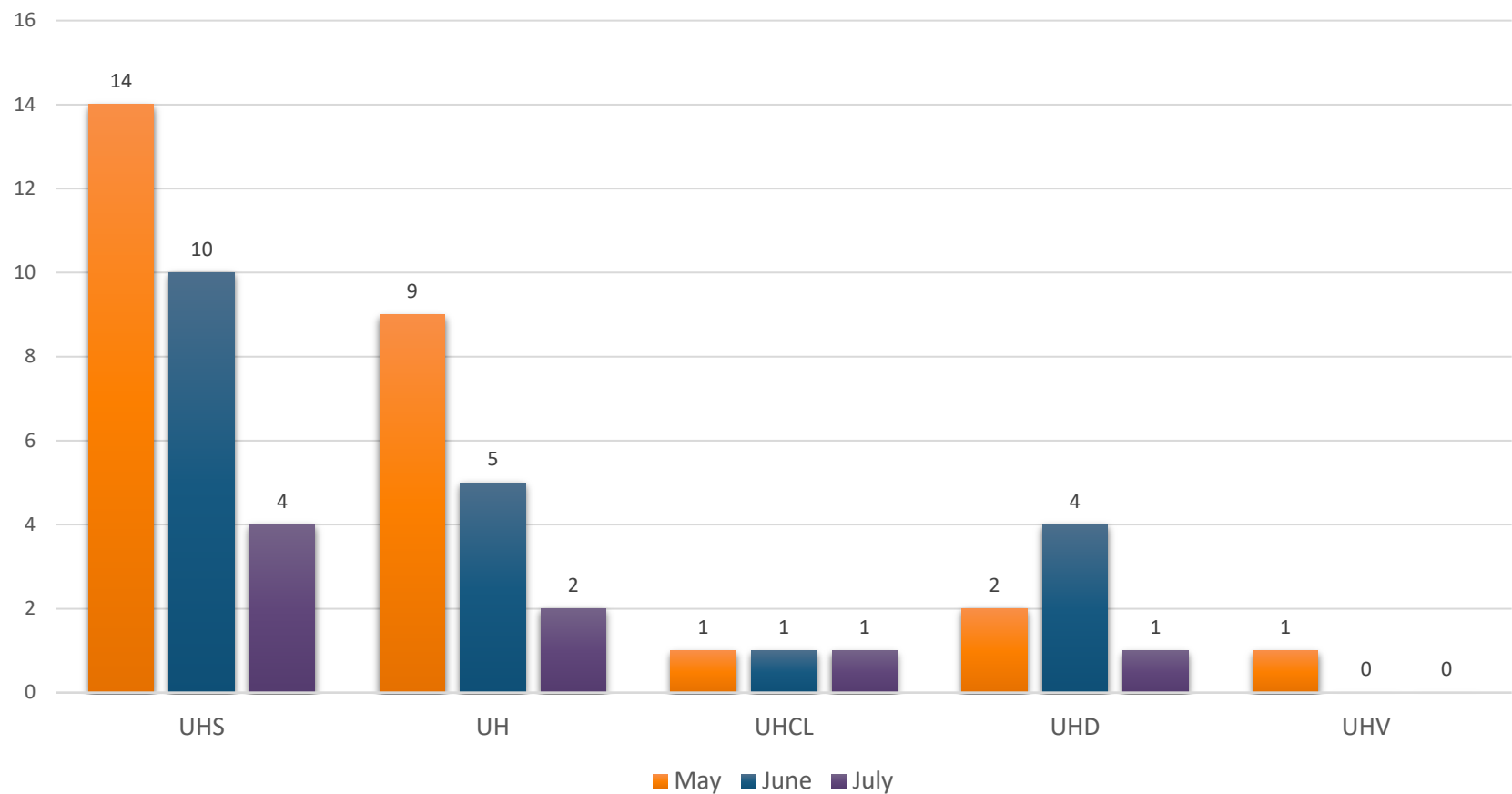
Reported Issues by Type Across UHS

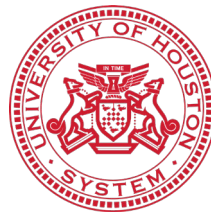
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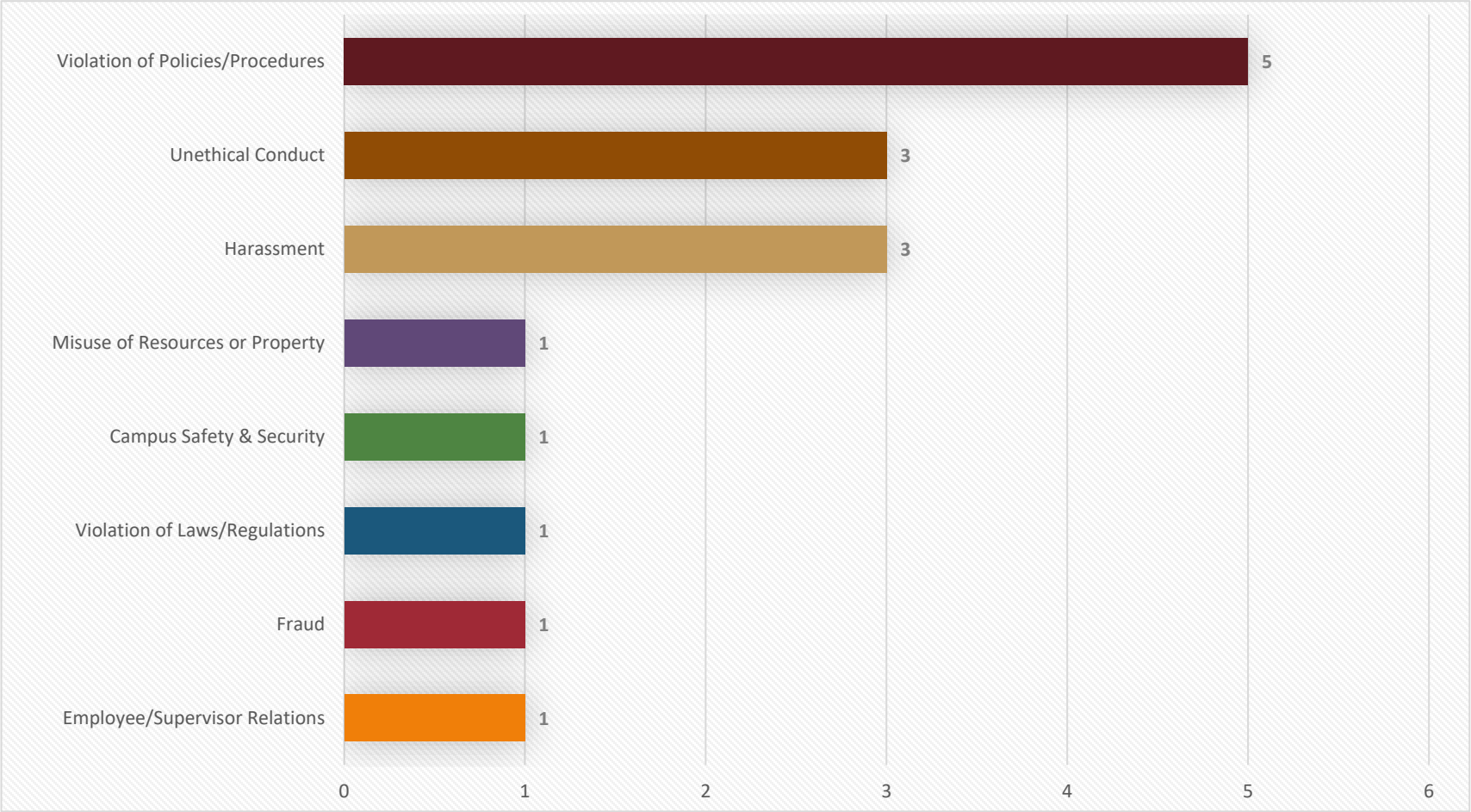
Issues Reported by Month

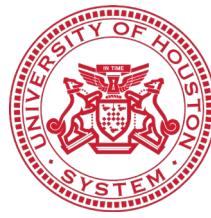




UH Issue Breakdown

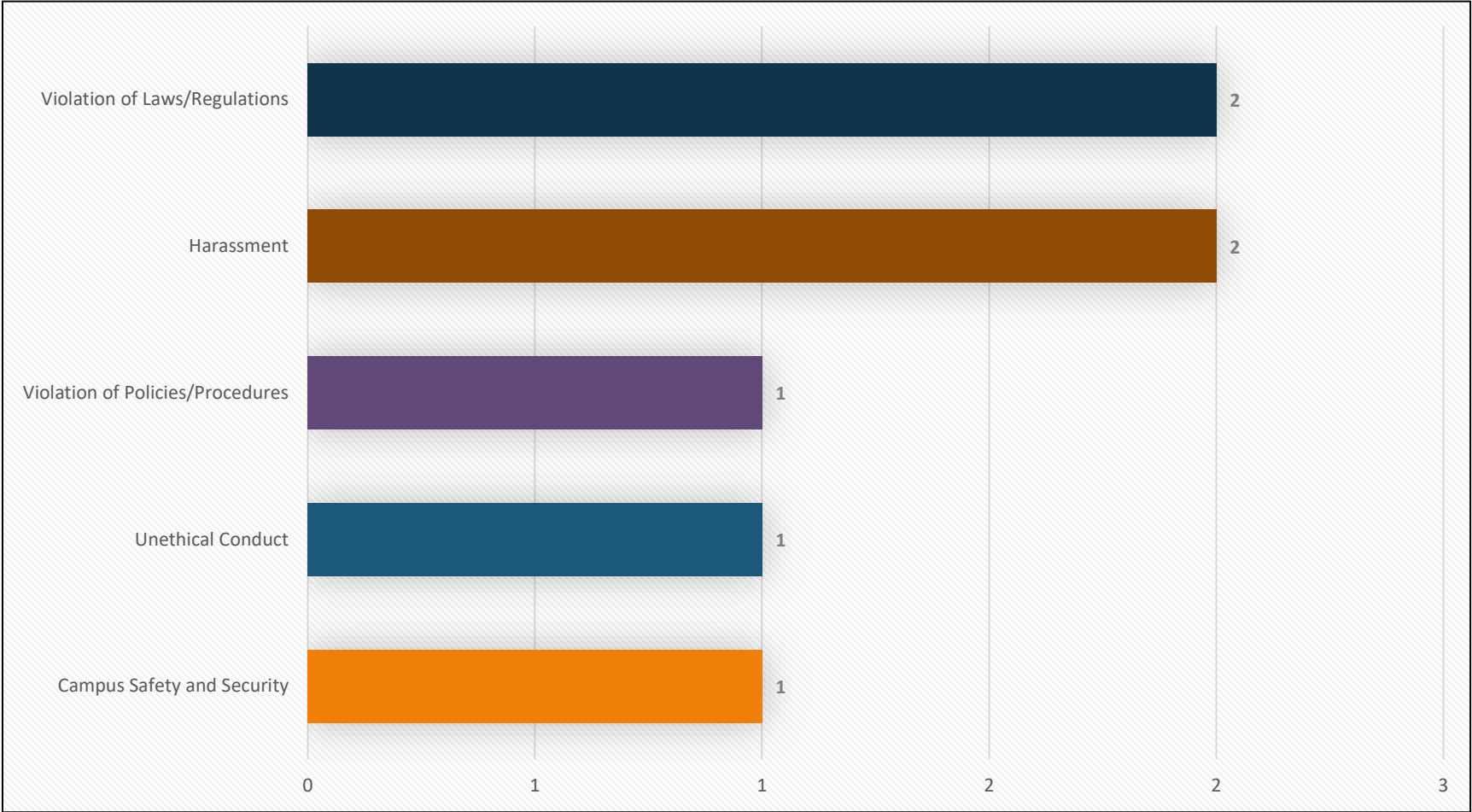
UH Total: 16

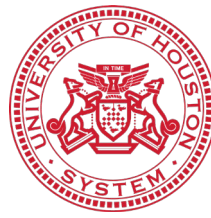




UHD Issue Breakdown

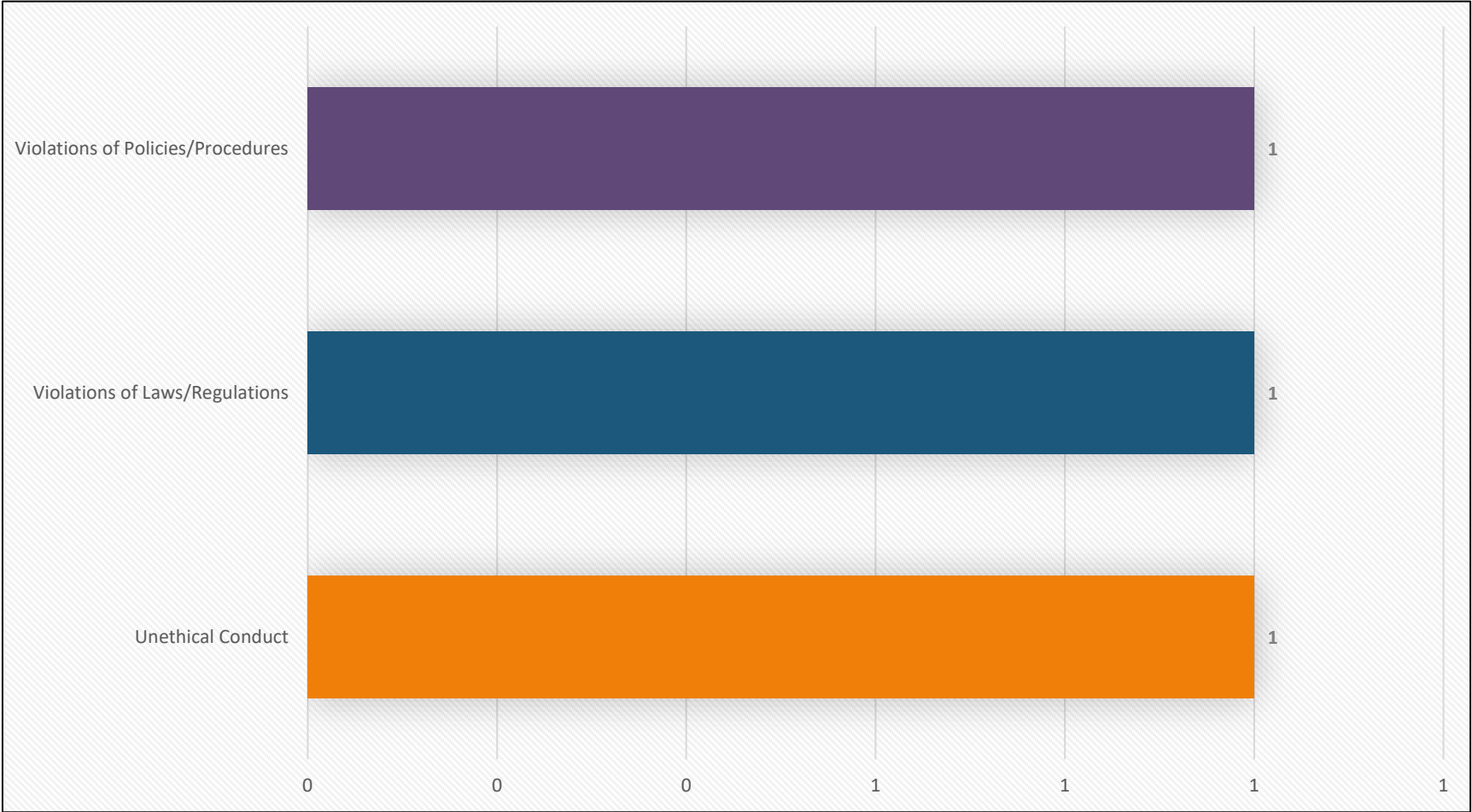
UHD Total: 7

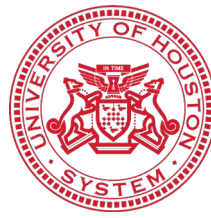




UHCL Issue Breakdown

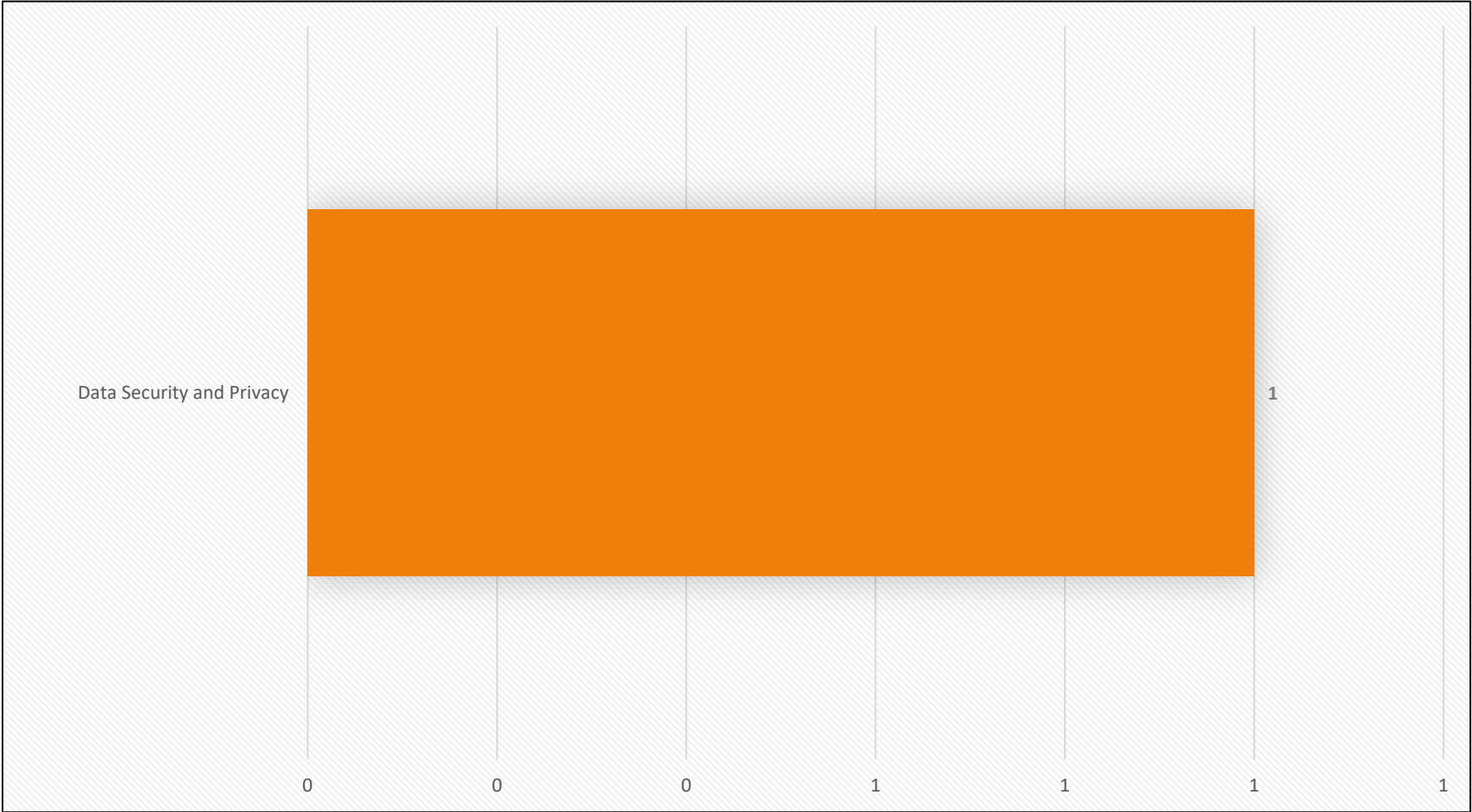
UHCL Total: 3

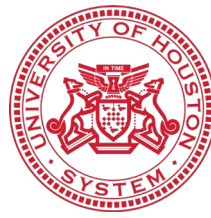




UHV Issue Breakdown

UHV Total: 1





Annual Compliance Initiative

Compliance Culture

Employees (both faculty and staff) who supervise others play a key role in building and maintaining a strong culture of compliance. Supervisors are often the first people to spot problems and respond when someone raises a concern. It's important that these leaders have the knowledge, tools, and support they need to set a good example, recognize risks, and respond the right way. This helps lower the risk to the entire University of Houston System ("System").

In 2024, the Office of Compliance and Ethics created and shared a survey on compliance culture at the central campus university. The feedback from the survey is being used to develop resources that support ethical leadership and better decision-making. In 2025, the survey will be given at all System universities to gather feedback System-wide and provide consistent resources and support to all System employees who supervise others.

This year's plan includes new tools and training to help supervisors understand their role in managing risks and creating a workplace where employees feel safe speaking up. The training will also help leaders know when they can handle an issue themselves and when they need to involve HR, Legal, or Compliance.

We're also reviewing all 40 compliance subject areas across the System to check for strong controls and awareness. In addition, the System is planning to switch to a new allegation-management hotline, and leaders will be trained on how to report issues correctly and work with the right departments.

By focusing on leadership development and ethical behavior, the 2025 initiative aims to build a stronger and more open culture of compliance across the System. We expect supervisors to better understand their responsibilities, handle concerns more effectively, and help employees feel confident in speaking up. These efforts will help the System address problems early, build trust, and reduce the chances of legal or reputational issues.