

# **Retaliation**

## **Purpose**

For the good of the University of Mary community it is desirable to promote conduct among members of the university community that is decent, ethical, lawful, safe and consistent with the university's mission and values. When members of the community fail to conduct themselves in accordance with the university's expectations and policies, it is important for those with knowledge of problems and wrong-doing to feel confident to come forward in good faith with this information for the good of those who may be harmed and for the good of the university. The university's policy on retaliation has been established to offer protection to those who report problems and wrong-doing and to deter those who might consider retaliating against them.

## **Statement of the Policy**

### **Definition**

Retaliation is adverse action that is threatened, implied or carried out against an individual or group for engaging in protected activity. Retaliation includes action that would cause a reasonable person to be deterred from engaging in a protected activity. Retaliation can take many forms such as threatening or menacing behavior, harassment, negative performance evaluations, low or failing grades on assignments or courses, increased scrutiny or criticism or any other adverse change in living, working or academic conditions. Protected activity includes (but is not limited to) reporting violations of any university policy, reporting illegal, fraudulent or dishonest conduct, assisting or participating in an investigation regarding such conduct, testifying in a disciplinary or judicial proceeding, exercising legal rights and/or performing unsafe activities or work responsibilities.

### **How to Report Retaliation**

Any member of the university community who has been threatened with or who has been the subject of any retaliatory action should file a written complaint pursuant to the Conduct Grievance Procedure. [Conduct Grievance Procedure](#)

### **Approved**

April 2009 by the President of the University of Mary

November 2009 by the Executive Committee of the University of Mary's Board of Trustees