

## RETALIATION POLICY

### 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 Christian, Catholic, and Benedictine 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 wrongdoing 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 wrongdoing and to deter those who might consider retaliating against such persons.

### Statement of 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, unmerited negative performance evaluations, unmerited 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 reporting the performance of 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](#).

#### Retaliation and Title IX

The prohibition of retaliation specific to Title IX complaints is addressed within the University's [Title IX Policy](#).

### Approved

28 September 2020 by the President's Council

29 September 2020 by the President of the University

30 September 2020 by the Board of Trustees (EC)

22 October 2020 delivered to University Senate

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[umary.edu/\\_resources/pdfs/dignity/Retaliation\\_Policy.pdf](http://umary.edu/_resources/pdfs/dignity/Retaliation_Policy.pdf)