



University of New Haven

Human Resources Policy / Procedure

Policy / Procedure Title	Applicability / Scope	Purpose	Effective Date	Responsible Party	Pages
Retaliation Policy	All Employees	To comply with all applicable state, federal and local laws that prohibit retaliation and protect employees who make a good faith effort to report violations of law or employee conduct.	7/1/2020	Vice President Human Resources	1

The University is committed to complying with all applicable federal and state laws which prohibit retaliation. Employees who make a complaint in good faith, serve as a witness, or provide information as part of an investigation are protected from retaliation. An employee who suspects that they have been subject to unlawful retaliation should contact the Human Resources Department immediately.

Types of retaliatory actions that are prohibited include but are not limited to:

- intimidation or threatening,
- unlawful discrimination,
- taking adverse action against an employee, or a family member who has an employment relationship with the University, with respect to their work assignments, salary or other terms and conditions of employment,
- negative comments or non-inclusive treatment,

It is important to keep in mind that managing poor performance is not retaliation if there is documented evidence and feedback of unsatisfactory work performance or conduct.

Individuals who violate this policy shall be subject to appropriate disciplinary action. Union employees' discipline will be in conjunction with applicable collective bargaining agreements and faculty in conjunction with the faculty handbook.

This document is a summary of a University policy, procedure and/or guideline. All policies, procedures and/or guidelines described herein may be modified or discontinued at any time, for any reason at the University's full and sole discretion. No policy, procedure and/or guideline should be construed as a contract or term or condition of employment between an employee and the University. This policy / procedure is not intended to alter or modify any of the terms of any collective bargaining agreement or the Faculty Handbook.