

## **Guidelines on Prohibited Retaliation**

University employees are prohibited from retaliating against any employee or student who brought a claim of discrimination, participated in an investigation, proceeding or hearing concerning a claim of discrimination, or who in good faith has opposed a practice he or she reasonably believes constitutes prohibited discrimination.

“Retaliation” means “punishing” individuals by an action in or outside of the workplace that has a materially adverse effect on the working conditions of the individual. It may include demotion, termination or changes in working conditions; reductions in compensation or status; or excluding one from participating in activities that contribute significantly to professional or educational advancement and otherwise would be available. To be prohibited, the retaliatory action must be one that a reasonable employee in that context objectively would have found so adverse that it would have dissuaded her from making or supporting a charge of discrimination.

“Retaliation” does not include ordinary, petty slights and annoyances. It is not manifested by the lack of good manners. Even though the University does not condone such behaviors because they show personal disrespect that undermines the values of our community, these behaviors do not constitute retaliation.

The University does not tolerate retaliation. Claims of retaliation should be brought and will be investigated under the University’s regular procedures for making a claim of discrimination as set forth in the policy or policies prohibiting discrimination and harassment.