

Non-Retaliation Policy

Policy Name: Non-Retaliation Policy

Approval Authority: President

Interpreting and Implementing Authority: Office of Equity and Inclusion

Effective: June 1, 2020

Last Revised: June 1, 2020

Next Review Date: 5 years from last revised date

Policy Statement

The College strives to provide an environment in which all employees, Trustees and students may make good faith reports of suspected incidents of any misconduct, harassment, discrimination, bullying or other prohibited conduct without fear of reprisal or retaliation. The College encourages timely disclosure of concerns regarding inappropriate behavior, including any suspected retaliation and good faith reports of suspected violations of the law, to enable the College to respond timely and to institute remedial measures if needed.

The College prohibits the taking of any retaliatory action against an individual or entity for reporting or inquiring about alleged improper or wrongful activity by the College, its Board of Trustees, individual trustees, employees or students. Any person who, in good faith, reports such incidents will be protected from retaliation, threats of retaliation, discharge, or other discrimination including but not limited to discrimination in compensation or terms and conditions of employment that are directly related to the disclosure of such information. In addition, no one may be adversely affected because they refused to carry out a directive which constitutes fraud or is a violation of local, state, federal or other applicable laws and regulations.

Wesleyan College has a responsibility to protect its employees and students from unlawful retaliation, and retaliation will not be tolerated at Wesleyan College.

Entities Affected by the Policy

All Wesleyan College members including Board of Trustees, faculty, staff, students as well as anyone doing business for or with the College.

Definitions

Retaliation	Retaliation is any materially adverse action taken or threatened against an employee or student because the employee or student has, in good faith, filed a complaint or grievance; sought the aid of Human Resources; sought the aid of the testified or participated in investigations, compliance reviews, proceedings or hearings; or opposed actual or perceived violations of policy or unlawful acts.
Good Faith Reporting	A reasonable and sincere belief that the information provided is true.
Bad Faith Reporting	Intentionally or recklessly providing false information.

Reporting Process

If an individual believes that he or she has been subjected to retaliation, s/he must contact the Office of Equity and Inclusion for investigation.

All reports will be handled as promptly and discreetly as possible, with facts made available only to those who need to know to investigate and resolve the matter.

Administrative actions taken by the College in response to reports of non-compliance do not constitute retaliation.

Responsibilities

All members of the community, including Board of Trustee members, Faculty and staff members and students shall timely report evidence of alleged retaliation. In addition, all members of the community have a responsibility to not engage in retaliation directed against any College community member who makes an inquiry, participates in an investigation, or reports possible noncompliance with Laws, Regulation and Policies.

The Office of Diversity and Inclusion is responsible for providing a timely investigation of any retaliation claim.

Violations of the Policy

Violations of this policy may result in discipline or sanctions, up to and including dismissal or expulsion, on first offense.

Interpreting and Implementing Authority

Office of Equity and Inclusion