

ARTICLE XX:

Non-Reprisal & Retaliation

Section XX.1:

Retaliation against any GE who reports or participates in an investigation of an alleged violation of a State or Federal law, rule or regulation, provision of this Agreement, or University policy is strictly prohibited. Retaliation is any adverse action taken against a person for making a report of prohibited conduct or participating in any investigatory proceedings. Retaliation includes any threatening, intimidating, harassing, coercing, or any other conduct that would discourage or limit a GE from engaging or participating in an activity, employment opportunity, or employment role or function. The University shall investigate all claims of retaliation promptly.

Section XX.2:

The University will not retaliate against a GE who, in good faith, has reported information that the GE believes is evidence of a violation of a State or Federal law, rule or regulation, provision of this Agreement, or University policy.