RETALIATION: Know Where To Report

A quick guide to routing concerns to the right office

University of Vermont

WHAT IS RETALIATION?

An adverse action taken because **someone made a good-faith report, participated in an investigation, exercised a protected right, or helped another person report.**

For more information, visit our FAQs at https://www.uvm.edu/compliance/retaliation-faq

EXAMPLES

- Threats
- Unjustified Discipline
- Exclusion
- Punitive Changes

HUMAN RESOURCES

Workplace & Personnel Matters

- Performance or supervisory concerns
- Employee relations and grievances
- Allegations of retaliation after filing a grievance or reporting performance or supervisory concerns
- FMLA, FLSA, Equal Pay, NLRA

"Is this primarily an employment issue?"

EQUAL OPPORTUNITY

Discrimination & Harassment

- Protected-Class Discrimination or Harassment
- Title VI, VII, IX, ADA, ADEA
- Allegations of retaliation connected to an OEO report or process

"Is this tied to a protected class or OEO process?"

COMPLIANCE

Whistleblower & Regulatory Matters

- Fraud, Research or Safety Concerns
- Code of Conduct, Policy, Legal, or Regulatory Violations (not otherwise handled by OEO)
- Allegations of retaliation for reporting regulatory or policy violations unrelated to OEO reports, performance, grievances, or other personnel matters

"Is this retaliation for reporting wrongdoing or participating in an investigation?"

WHEN ISSUES OVERLAP, WE COORDINATE

The offices identify the lead, coordinate timing, and avoid duplicative reviews

NOT SURE? Make the report to one of these offices and we can help you make sure it gets to the right office.