



## Policy 4.121 Non-retaliation

**Responsible Official:** VP for Human Resources

**Administering Division/Department:** Employee Relations

**Effective Date:** October 24, 2013

**Last Revision:** October 30, 2013

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### Overview

Emory University strives to foster an environment in which employees are encouraged to report compliance concerns or unethical behavior and feel safe in doing so. This policy prohibits retaliation against employees who make good faith reports of violation of law or policy or other instances of wrongdoing.

### Applicability

This Policy applies to all employees of Emory University, as well as to all employees of Emory affiliates.

### Policy Details

Emory University prohibits retaliation, retribution or harassment against employees who, in good faith, report violations of laws, regulations, Emory policies, or other wrongdoing or who cooperate with an investigation of such wrongdoing. Employees who have made a report of perceived wrongdoing or who have cooperated with an investigation of alleged wrongdoing and who believe that they have been subjected to retaliation as a result, should report the alleged retaliation to the University, which will review and investigate complaints of retaliation. Anyone who engages in retaliation in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

Reports that are knowingly false or are made with reckless disregard for or willful ignorance of facts that would disprove the allegation are not good faith reports, are prohibited by this policy, and may subject the violator to disciplinary action up to and including termination.

An employee who has engaged in conduct or performance that warrants disciplinary action or other employment consequences will not be insulated from such action because he or she has made a report of wrongdoing, as long as such disciplinary action is not taken because of the allegation of wrongdoing.

### Definitions

**Good Faith Report** – A report made with the honest and reasonable belief that an employee or employees of Emory

may have engaged in a violation of law or University policy, or other instance of wrongdoing.

**Retaliation** - Any adverse workplace action taken against an individual because of the individual's good faith report (e.g., disciplinary action; shift change; transfer; being denied a raise, promotion, training or mentoring; exclusion from staff meetings; sudden and unexpected poor performance review).

#### Related Links

- Current Version of This Policy: <http://policies.emory.edu/4.121>
- [Open Door Policy 4.64](http://policies.emory.edu/4.64) (<http://policies.emory.edu/4.64> )

#### Contact Information

Subject	Contact	Phone	Email
Associate Vice President, HR	Del King	404-727-7567	dking2@emory.edu
Emory Trust Line (telephone)		1-888-550-8850	
Emory Trust Line Online			<a href="http://www.mycompliancereport.com/EmoryTrustLineOnline">www.mycompliancereport.com/EmoryTrustLineOnline</a>

#### Revision History

- Version Published on: Oct 24, 2013
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