



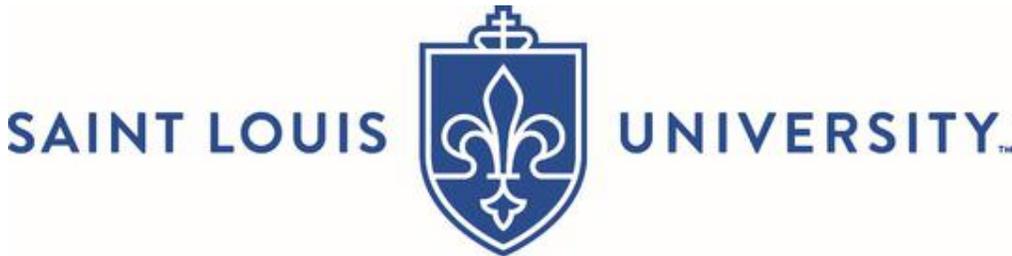
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 SLUCare

Non-Retaliation Policy



Non-Retaliation Policy

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Responsible University Official: Vice President of Compliance and Ethics/Jessica Evenson

Policy Owner: Vice President of Compliance and Ethics/Jessica Evenson

Policy Contact: Vice President of Compliance and Ethics/Jessica Evenson

1.0 Reason for Policy

The purpose of this policy, in conjunction with the *Policy on Reporting Misconduct*, is to support a University culture that encourages Saint Louis University community members to come forward to report suspected misconduct and/or participate in a misconduct investigation, and to aid in their protection against retaliation.

2.0 Policy Statement

Saint Louis University prohibits retaliation against any individual who, in good faith, reports an allegation of misconduct or participates in an investigation. A causal relationship between the good faith participation and an adverse action is needed to demonstrate that retaliation has occurred.

3.0 Scope

This policy applies to all operating units of Saint Louis University and Saint Louis University-Madrid including all faculty, staff, students, and other workforce members not otherwise covered.

4.0 Procedures

Link to procedures that relate to this policy and anyone who is required to follow this policy should abide by these procedures.

5.0 Sanctions

Individuals who fail to comply with this policy and the procedures associated with it may be subject to disciplinary actions guided by the rules, regulations, and policies of Saint Louis University, including but not limited to the *University's Staff Performance Management Policy*, *SLU Faculty Manual (St. Louis Campus)*, *Code of Professional Conduct for Residents and Fellows*, or *Student Handbook*. Non-compliance with this policy may result in disciplinary action, up to and including separation from the University.

6.0 Responsibilities

Investigations: Claims of retaliation will be investigated by the appropriate office or another designee as appropriate in consultation with the Office of the General Counsel.

SLU Community Members: Report good faith concerns about retaliation. Be truthful and cooperative in investigations of alleged retaliation.

Office for University Compliance and Ethics: Administer the SLU Integrity Hotline. Work collaboratively with responsible offices to address concerns of retaliation and communicate results of these efforts according to established procedures. Consult with senior leaders as appropriate. Communicate potential serious misconduct to the President and the Board of Regents.

Office of Institutional Equity and Diversity: Investigate concerns of retaliation related to discrimination, harassment, bias, and sexual misconduct claims or investigations.

Office of Human Resources: Investigate concerns of retaliation. Communicate information regarding concerns received to proper administrators.

Office for Vice President of Research: Investigate concerns of retaliation related to research misconduct claims or investigations.

SLUCare Administration: Investigate concerns of retaliation related to clinical claims or investigations.

7.0 References

University Policies Including But Not Limited To:

[Code of Professional Conduct for Residents and Fellows](#)

Harassment Policy

Policy on Reporting Concerns of Misconduct

[Sexual Misconduct Policy](#)

[SLU Faculty Manual \(St. Louis Campus\)](#)

[SLU-Madrid's Sexual Misconduct Policy](#)

8.0 Definitions

Adverse Action: Any action that might deter a reasonable person from engaging in reporting suspected or alleged misconduct, expressing opposition to alleged misconduct, participating in an investigation related to a misconduct allegation. Examples of adverse action include, but are not limited to: impeding the individual's academic advancement; departing from any customary academic or employment practice regarding the individual; firing, refusing to hire, or refusing to promote the individual; transferring or assigning the individual to a lesser position in terms of wages, hours, job classification, job security, employment or academic status; and threatening or marginalizing an individual. In some situations, retaliatory conduct may also include inappropriate disclosure of the identity of the individual who has made a complaint protected by this policy.

Good Faith Participation: Done with honest belief that wrongful or unlawful activity may have occurred.

Misconduct: A violation of University policy, regulation, or law.

Retaliation: Refers to any adverse action or attempts including harassment, threats, intimidation, or coercion that would discourage a reasonable person from reporting alleged misconduct or participating in an investigation.

Saint Louis University Community Member: Faculty, staff, students, volunteers, alumni, and other workforce members not otherwise covered.

9.0 History

This policy replaces the Interim *Whistleblower Policy* approved June 20, 2009.

Attachments:

Approval Signatures

Approver	Date
Jessica Evenson	pending
Michael Reeves	pending
Michael Reeves	8/28/2019

Applicability

SLUCare, Saint Louis University