Policy IV.4002.A, Protection from Retaliation for Reporting Suspected Wrongdoing

Purpose

San Jacinto College is committed to providing a work environment in which employees may express their concerns about suspected wrongdoing without fear of retaliation.

Policy

This policy is established to:

(i) Encourage employees to report, or to cause to be reported, incidents and concerns relating to suspected wrongdoing, violations of law or regulations, and misuse of College resources;

(ii) Prohibit unlawful retaliation against employees who in good faith report suspected wrongdoing or who participate in an investigation pertaining to allegations of wrongdoing.

Definitions

Retaliation: Any adverse action taken against an employee for filing a complaint or supporting another employee's complaint under a variety of laws.

The Authority, Applicability, Sanctions, Exclusions, and Interpretation do not differ from Policy II.2000.A, Policy and Procedures Development, Review, Revision, and Rescission.

Associated Procedures

Procedure IV.4002.A.a, Protection from Retaliation for Reporting Suspected Wrongdoing.

Date of Board Approval	October 1, 2018
Effective Date	October 2, 2018
Primary Owner	Vice Chancellor, Human Resources
Secondary Owner	Vice President, Human Resources