NON-RETALIATION POLICY FOR FACULTY AND STAFF

SLT 3.3.1

Date of Last Update:
July 10, 2026

Approved By:

- Senior Leadership Team

Responsible Office:
Human Resources

POLICY

This policy applies to all employees of Grand Valley State University.

POLICY STATEMENT

A. Policy Statement

Grand Valley State University ("GVSU") is dedicated to cultivating a workplace consistent with the ideals expressed in SLT 3.3. Upholding these principles is central to our mission, ensuring that all employees feel empowered to report violations or potential violations without fear of reprisal. Recognizing the importance of promptly and thoroughly addressing such reports, we aim to foster trust and accountability within our community.

The University's Non-Retaliation Policy for Faculty and Staff strictly prohibits any form of retaliation against individuals who make good faith reports of violations of laws, regulations, or University policies. This protection extends to those who participate in investigations, proceedings, or hearings, as well as individuals requesting accommodations, assistance, or leave under university policy or state or federal law.

PROCEDURES

B. Procedures

Allegations of Retaliation under this policy will be handled in accordance with the procedures

outlined in SLT 3.3.

DEFINITIONS

C. Definitions

1. **Retaliation** encompasses any action, statement, or behavior intended to punish an individual *for engaging in a protected action*. Retaliation may include, but is not limited to, intimidation, threats, coercion, harassment, or actions that negatively affect the terms and conditions of employment, such as termination, demotion, suspension, reassignment, or changes in responsibilities. Retaliation also includes attempts to discourage, deter, or interfere with an individual's ability to engage in protected activity.
2. A **protected action** as referenced in this policy, includes actions taken in good faith to report, address, or seek guidance regarding workplace concerns, or to exercise rights under applicable policies or laws.
3. **Good faith** means an honest belief that the information provided is true, based on the facts reasonably available at the time, and without intent to deceive, mislead, or cause harm