

I. INTRODUCTION

- A.** The purpose of this Policy is to define how the University provides for the protection from retaliation of any person or group within the University community who, in good faith:
1. makes reports of possible non-compliance;
 2. participates in investigations, grievance procedures, or hearings;
 3. invokes protected leave benefits such as family medical leave or parental leave; or
 4. reports alleged violations of policies, laws, rules or regulations applicable to the University.
- B.** This Policy applies to all University official or employee, student, contractor, or affiliated persons.
- C.** Application of this Policy does not supersede other University policies addressing retaliation. P0 g0 G 3JTE@.00000912 0 612 131 0 1 or

- identify the University of Denver in the report).
- d. email a report to Lighthouse Services at reports@lighthouse-services.com (please identify the University of Denver in the report).

E. Addressing Reported Violations

The University will address any report of retaliation that is a violation of laws, regulations, policies, or procedures alleged to have been committed by a University official or employee, student, contractor, or affiliated person. Individuals who are found to have engaged in retaliation may be subject to discipline up to and including termination of employment or academic dismissal under University policies and procedures (including the policies and procedures listed in “Resources” below). Individuals found to have engaged in retaliation in violation of the law also may be subject to legal liability.

IV. DEFINITIONS

- A. **“Adverse Action”** means any action taken against a person because they engaged in a protected activity that might deter a reasonable person from engaging in the activity, such as participating in any complaint and/or investigation 04811100.00000912 0 6BT/F3 12 Tf1 0 0 1 186.89 529.27 Tm0 g0 G(t)8

- C. “Reporter (Whistleblower)”** means a person who makes a report of possible unlawful practice or violation of University policy or participates in a complaint, investigation, grievance procedure, hearing, or related activity. Reporters are sometimes referred to as "whistleblowers." A "whistleblower" covered under this Policy also includes someone who refuses to participate in an activity that would result in a violation of an applicable state or federal statute, rule, or regulation.
- D. “Retaliation”** means any adverse action taken against a Reporter because they