

Policy and Procedure – Non-Retaliation

Policy on Non-Retaliation for Complaints

PURPOSE OF POLICY AND PROCEDURE

Stanbridge University has a defined policy and procedure to comply with the laws, regulations, and/or standards of all federal, state, and accrediting agencies regulating the university. The purpose of this document is to define non-retaliation policy and procedure.

PURPOSE OF POLICY AND PROCEDURE

Stanbridge University is committed to protecting members of the university community and the public from retaliation for reporting a good faith complaint, participating in an investigation, or objecting to any activity that is reasonably believed to be unlawful, unethical, or in violation of university policy or law.

Retaliation is prohibited by university policy, state, and federal law. This policy is not intended to interfere with legitimate employment or academic decisions.

POLICY

Non-Retaliation Protection

Members of the Stanbridge University community are prohibited from retaliation against any person for:

1. Reporting a complaint or initiating a grievance (See Student Catalog, pp. 71-72);
2. Filing a complaint against Stanbridge University or a Stanbridge University academic program, student or personnel; or
3. Participating in any manner in any related investigation or proceeding retaliating against any person.

Good Faith in Reporting Retaliation

Anyone reporting retaliation must act in good faith and have reasonable grounds for believing that retaliation has occurred.

Limitations

This policy does not interfere with legitimate employment or academic decisions regarding any member of the Stanbridge University community whose conduct or performance warrants adverse personnel, academic, or other disciplinary action for reasons unrelated to the reporting of retaliation.

DEFINITION OF TERMS

“Retaliation” occurs when a person experiences an adverse action or treatment because he or she in good faith has:

1. Reported misconduct under law or university policy;
2. Participated in a related university investigatory, grievance, or appeals procedure;
3. Filed a complaint against the university, university student, university personnel, or a university academic program;
4. Otherwise objected to or reported a practice that he or she reasonably believed was unlawful, unethical, or in violation of law or university policy.

PROCEDURE

Acts of alleged retaliation should be reported immediately to the president (president@stanbridge.edu), director of human resources (HR@stanbridge.edu), and (when a student is involved) dean of students (dean.instruction@stanbridge.edu). The university will investigate any report of retaliation. If the university determines that retaliation has occurred, appropriate corrective action will be taken, up to and including termination.

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AUTHORIZATION

This policy is established in compliance with the California Equity in Higher Education Act, Title IX of the Education Amendments of 1972, the Violence Against Women Reauthorization Act of 2013 (which amends the Jeanne Clery Disclosure of Campus Security and Campus Crimes Statistics Act, commonly known as the Clery Act) (VAWA) under its Campus Sexual Violence Elimination Act provision (Campus SaVE Act), Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Age Discrimination Act of 1975, among other applicable state and federal laws.

This policy may be subject to change, but only with authority granted by the university president. There are no exceptions to this policy.