



## RETALIATION POLICY

The Alabama Cooperative Extension System will not tolerate retaliation against employees. Various Federal Laws such as Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Equal Pay Act all prohibit an employer from retaliating against an employee engaged in a protected activity. A protected activity is defined as:

Opposing an unlawful practice prohibited by employment discrimination laws  
Participating in any way in an investigation, proceeding or  
Hearing of an Equal Employment Opportunity charge.

Retaliation includes but may not be limited to:

Refusal to hire, promotion or denial of promotion, threats or reprimands,  
negative job performance evaluations, harassment, adverse treatment, limiting or  
suspending access to an internal complaint or grievance process, and giving a  
negative job reference.

Any act of retaliation by a supervisor and/or coworker may result in serious adverse disciplinary action to include termination. Any staff member may file a complaint with a System EEO counselor if he/she feels that they have experienced retaliation in any form.

Interim Director

4/3/03

Date