

# Retaliation

## **University's Prohibition Against Retaliation**

Johnson & Wales University prohibits retaliation, including coercion, discrimination, intimidation, or threats against any individual who has made a good faith complaint, who has participated as a witness or a complainant or has otherwise assisted in the investigation of such a complaint, or who has participated as a witness or complainant in any university proceeding. Retaliation can be any action that could discourage a reasonable person from coming forward to make or to support a complaint. Such retaliation is unlawful under federal, state, and (where applicable) local law and violates university policy. Any person found to have engaged in retaliation, or to have encouraged others to engage in retaliation, will be subject to disciplinary action up to and including termination of employment or dismissal from the university.

## **University's Prohibition Against False Claims**

Johnson & Wales University prohibits reports of knowingly false complaints; such reports may result in disciplinary action up to and including termination of employment or dismissal from the university.