

Name of Policy: [Non-retaliation](#)

Policy Number: 3364-15-04

Approving Officer:

provided under UToledo policy.

- (2) "Protected disclosure" Communications about actual or suspected wrongful conduct engaged in by a university employee, student, volunteer, or contractor (who is not the disclosing individual) based on good faith and a reasonable belief that the conduct has both occurred and is wrongful under applicable law and/or university policy.
  - (3) "Retaliation". Disciplinary or adverse action taken against an individual because they have made a protected disclosure or have participated in an investigation, proceeding, or hearing involving a protected disclosure.
  - (4) "Acting in good faith." Anyone filing a complaint concerning a violation or suspected violation of this policy must have reasonable grounds for believing the information disclosed indicates a violation of the policy.
- (E) Protection of reporter
- (1) Protects individuals who in good faith report suspected wrongful conduct to appropriate UToledo officials from retaliation so that UToledo may take prompt, corrective action.
  - (2) UToledo protects individuals from disciplinary action or other retaliation because of disclosing wrongful conduct. This policy does not protect individuals who self report their own misconduct.
  - (3) The Nonretaliation policy protects UToledo when acting against individuals who make bad faith disclosures.
  - (4) This policy will not provide protection for any communication that proves to have been both unsubstantiated and made with malice or with knowledge of its falsity and will not interfere with legitimate employment decisions.
- (F) Summary procedure
- (1) Follow policy 336415-03 Compliance incident reporting, to report wrongful conduct

