

STAFF SENATE RESOLUTION #213

Title: Resolution in Support of Establishing a Comprehensive Anti-Retaliation Policy for UW Staff Employees

Date: March 11, 2015

Author: Senate President Rachel Stevens, Senator Lou Ann Montgomery, Senator Susan A. Schulz

Sponsors: Senator Mark Gunnerson, Senator Manuel Gallegos, Senator Gary Browning

1 WHEREAS, it is the mission of the University of Wyoming to nurture an environment that
2 values and manifests diversity, free expression, academic freedom, personal integrity, and
3 mutual respect,¹ and;

4 WHEREAS, the University of Wyoming is governed by employment law requiring protection
5 from retaliation in the workplace,² and;

6 WHEREAS, the University of Wyoming's current anti-retaliation policy is limited to situations
7 involving Civil Rights Discrimination and Sexual Harassment;³

8 THEREFORE, be it resolved that the University Regulations be revised to include a
9 comprehensive anti-retaliation policy, and;

10 THEREFORE, be it further resolved that the UW anti-retaliation policy should include the
11 following: a definition of retaliation, clearly identified reporting avenues and methods,
12 guidelines and procedures for personnel who handle retaliation reports, a requirement that
13 complaints be kept as confidential as possible, discussion of appropriate remedies and
14 corrective actions when retaliation is established, and guidelines for monitoring the current
15 and near future (18 months) employment situation of employees who have reported a
16 violation to ensure fair treatment, and;

17 THEREFORE, be it further resolved that the anti-retaliation policy should include the
18 establishment of an arbitration committee comprised of: one Faculty Senate member, one
19 Staff Senate member, one ASUW member, one representative from UW Administration
20 and one representative from Human Resources, and;
21 THEREFORE, be it further resolved that all employees working in a supervisory role receive
22 training on the anti-retaliation process.

Date of Passage: _____

**“Being enacted on _____, I do hereby sign my name hereto and approve this
Senate action.”** _____

Staff Senate President, <insert name>

¹ University of Wyoming Mission Statement: <http://www.uwyo.edu/president/mission-statement/index.html>

² Including but not limited to: [Age Discrimination in Employment Act](#), [Americans with Disabilities Act](#), [Civil Rights Act of 1964](#), [Equal Pay Act](#), [Fair Labor Standards Act](#), [Family and Medical Leave Act](#).

³ http://www.uwyo.edu/generalcounsel/_files/docs/uw-reg-1-5.pdf