

# Human Resources Fact Sheet

## Retaliation

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This Fact sheet is to help further describe the definition that is provided within the employee handbook.

The meaning of retaliation is directly connected to a complaint, grievance, or a consultation with HR. An employee must experience an adverse employment action as a result of the employee's participation in a complaint, grievance, or consultation for it to be considered retaliation. The adverse employment action must be of a tangible nature such as:

- Employment actions such as termination, refusal to hire, and denial of promotion.
- Other actions affecting employment such as threats, unjustified negative evaluations, unjustified negative references, or increased surveillance.
- Any other action such as an assault or unfounded civil or criminal charges that are likely to deter reasonable people from pursuing their rights.

Allegations of retaliation will be treated seriously, as separate and distinct from the original complaint. A finding that an employee has engaged in retaliation, in the sense defined here, may result in termination. Allegations of retaliation for filing a Civil Rights/UW Regulation 15 or Workplace Violence/UW Regulation 1-44 complaints will be investigated by the Office of Diversity and Employment Practices; all other complaints will be investigated by the Department of Human Resources.

Employees and supervisors are free to contact HR for any employment related questions. To contact HR on topic or other information concerning Human Resources please call 766-2377. You can find this Fact Sheet and other information on the [HR website](#).