

EXAMPLES OF LAWS AND POLICIES

Those who report wrong-doing are protected against retaliation by specific state and federal laws, and often by the policies of their school districts as well.

Here are two examples of school district anti-retaliation provisions. **Find out what policies are in place in your district.**

Memorandum

NO RETALIATION

The Superintendent of Schools or his/her designee shall discipline any individual who retaliates against any person who reports alleged incidents of bullying, discrimination, sexual harassment or harassment (as defined in ... this policy) or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a harassment or sexual harassment complaint. Retaliation includes, but is not limited to, any form of bullying, intimidation, reprisal or harassment which creates a hostile learning or working environments. The ... School Board maintains a "zero tolerance" policy against any such retaliation. Employees should promptly report any retaliation through the channels detailed above.

Memorandum

The ... School District ("District") has zero tolerance for any retaliation against its employees who engage in protected activity, which includes complaining, testifying, assisting, or otherwise participating in good faith in any federal, state, or other complaint investigatory process, proceeding, or hearing of alleged discrimination or other alleged unlawful activity that violates federal or state law or District Board Policy ("BP") and/or Administrative Regulation ("AR") or who oppose conduct or an employment practice reasonably believed to be unlawful, such as discrimination. An employee's participation in these activities is protected and encouraged by the District. With a focus on ensuring an employment and education environment free from discrimination, the District will take all necessary and immediate action to prevent and correct activities that violate this retaliation policy. Any District employee who engages or participates in retaliation or who aids, abets, incites, compels, or coerces another to retaliate against an employee is in violation of this policy and is subject to disciplinary action up to and including dismissal.