



Policy and Procedures Manual

Application: All Personnel

Section 8.6 Retaliation and Whistle Blower

A 8.6 RETALIATION

Retaliation Is Prohibited.

These policies apply to all applicants and employees, and prohibit harassment, discrimination, and retaliation whether engaged in by fellow employees, by a supervisor or manager, or by someone not directly connected to ECU (e.g., an outside vendor, consultant, or customer).

Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events.

Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts, denigrating jokes, and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including through e-mail).

ECU prohibits retaliation against any individual who reports discrimination or harassment, or participates in an investigation of such reports. Retaliation against an individual for reporting harassment or discrimination, or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action.

Contact the Affirmative Action Officer within the Employment Services Office immediately regarding acts of retaliation.

A 8.6.1 WHISTLE BLOWER

The Oklahoma Whistleblower Act (74 O.S. §840-2.5) protects employees who report wrongful governmental activities from retaliation. Employees shall not be disciplined or terminated for reporting actions taken by the employer that might violate the law. For further information contact the Employment Services Office.