Retaliation

In support of an environment of open communication within the USF System community, the USF System prohibits retaliation, retribution, or reprisals against an employee or student who, in good faith, files a grievance, complaint, or report of violations of law, rule, regulation, policy, or other misconduct.

You probably have lots of questions: What are my responsibilities? What does our policy and the statutes say? Whom can I call for advice?

This compliance-in-a-nutshell document will answer many of your questions, and will provide you with guidance that will help you do the right thing; however, this guidance is not intended to substitute for an employee's consultation of official USF policy.

WHAT ARE MY RESPONSIBILITIES?
An employee or student who believes retaliation may have been taken against them as a result of filing a grievance, complaint, or report of violations of law, rule, regulation, policy, or other misconduct, should immediately report the retaliation to their next level supervisor, if feasible, otherwise, reports of retaliation should be made as follows:
- Retaliation for reporting sexual harassment or discrimination should be reported to the Office of Diversity, Inclusion & Equal Opportunity.
- Retaliation for filing an employment grievance should be reported to Employee Relations within the Division of Human Resources.
- Any retaliation complaint by faculty, graduate student employees, or students should be reported to the Provost.
- All other retaliation complaints, including whistleblower complaints as defined by Florida Statute §112.3187, should be reported to USF System Audit.

WHAT DOES OUR POLICY AND THE STATUTES SAY?
- USF System Policy 0-020, Retaliation, Retribution, or Reprisals Prohibited
- Florida Statutes, Title X, Chapter 112.3187, Adverse action against employee for disclosing information of specified nature prohibited; employee remedy and relief ("Whistleblower" complaints)

WHOM CAN I CALL FOR ADVICE?
Office of the Provost: (813) 974-2267, www.usf.edu/provost
USF System Audit: (813) 974-2705, www.usf.edu/audit
Office of Diversity, Inclusion & Equal Opportunity: (813) 974-4373, www.usf.edu/eea
Employee Relations: (813) 974-2970, HR-Employee Relations