

Retaliation

In support of an environment of open communication within the USF community, USF does not tolerate retaliation 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. Retaliation is prohibited under [USF Policy 0-020](#) and Florida Statutes, Title X, [Chapter 112.3187](#), *Adverse action against employee for disclosing information of specified nature prohibited; employee remedy and relief* (“Whistleblower” complaints).

This compliance-in-a-nutshell document addresses common questions on this topic and guides employees in doing the right thing; however, this guidance is not intended to substitute for an employee’s consultation of official USF regulation or policy.

WHAT IS RETALIATION?

Retaliation, retribution, or reprisal (referred to collectively as “retaliation”) is adverse action taken against an employee or student as a result of an employee or student’s good faith reporting of violations of law, rule, regulation, policy, or other misconduct. “Good faith” is an honest belief, with the absence of malice or intent to defraud or seek unscrupulous advantage.

HOW DO I REPORT RETALIATION?

Immediately report retaliation to your supervisor or, if not feasible to report your supervisor, then report the retaliation to the appropriate office as follows:

Report when...	Appropriate Office	Phone	Email
<i>Retaliation was for reporting sexual harassment or discrimination</i>	Office of Compliance & Ethics	813-974-8616	denney1@usf.edu
<i>Retaliation was for filing an employment grievance</i>	HR-Employee/Labor Relations	813-974-2970, ext.5	Employee-Relations@usf.edu
<i>You are a faculty, graduate student employee, or student being retaliated against</i>	Office of the Provost	813-974-5619	ebell@usf.edu
<i>The above categories do not apply, including whistleblower complaints</i>	Office of Internal Audit	813-974-2705	khead@usf.edu