



## Retaliation Policy

The City of Gainesville has adopted an Equal Employment Opportunity Policy, an ADA/Accommodations Policy, and a Discrimination, Harassment, and Conduct Policy. In order to encourage and assist in the implementation of these policies, it is important that City employees or citizens who bring to the City's attention apparent or real violations of these policies, or employees or citizens who otherwise participate in the investigation or resolution of these matters, be protected against retaliation for their good faith efforts in this regard.

Therefore, this policy prohibits retaliation by City officials, managers, supervisors, or employees because they have engaged in protected activities. For the purpose of this policy, protected activity consists of:

1. Opposing a procedure or practice prohibited by the City's Equal Employment Opportunity Policy, ADA/Accommodations Policy; Discrimination, Harassment, and Conduct Policy; Title VII of the 1964 Civil Rights Act; the Equal Pay Act, or
  2. Making a complaint, providing evidence, providing assistance in filing a complaint; assisting or participating in any manner in an investigation, proceeding, or hearing authorized under City policies or procedures relating to the Equal Opportunity Complaint Policy, City's Equal Employment Opportunity Policy, ADA/Accommodations Policy; Discrimination, Harassment, and Conduct Policy, Title VII of the 1964 Civil Rights Act; or the Equal Pay Act.
- Retaliation prohibited by this policy would occur if:

- A. An employee or citizen opposes a violation of the aforementioned policies or laws, or participates in a proceeding brought under one of the policies (protected proceeding),
- B. There is an adverse action against the employee or citizen, and
- C. There is a causal connection between the protected activity and the adverse action taken against the employee or citizen.

The following are some examples of how an employee or citizen might oppose a violation of one of the aforementioned policies, or participate in a proceeding brought under such:

1. Filing a complaint or otherwise making a complaint in accordance with City policies and/or procedures or federal or state law regarding discrimination, or harassment.
2. An employee or citizen refuses to participate in, condone or support a discriminatory employment or service decision.
3. An employee or citizen makes a request for reasonable accommodation in an employment or service situation, or proposes an accommodation to provide fair access to facilities, programs, activities, or services for qualified individuals who have disabilities.

An example of protected proceedings would be:

1. Making a complaint of discrimination in accordance with City policies and/or procedures or federal or state law.
2. Providing evidence or testimony to an investigator in the course of investigating such complaint,
3. Rendering a decision or providing advice during the investigation or resolution of a complaint,
4. Providing assistance in the filing of a complaint.

The City will take corrective action that is effective and appropriate to the circumstances, including, but not limited to, disciplinary action up to and including termination of any City employee who retaliates against another employee or citizen. The Equal Opportunity Department Director or designee shall be responsible for formal or informal investigations as requested or needed under this policy and shall be the custodian of all complaints filed under the Equal Opportunity Complaint Policy.

Effective Date: 08/28/00  
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