

# Retaliation

The College or any other person of the College community are prohibited from taking adverse action and may not intimidate, threaten, coerce, harass, or discriminate against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Sections I or II.<sup>[1]</sup>

Intimidation, threats, coercion, harassment, or discrimination, including charges against an individual for code of conduct violations that do not involve sex-based discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex-based discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or Sections I or II, constitutes Retaliation under this Policy.<sup>[2]</sup>

Complaints alleging retaliation may be reported to the Title IX Coordinator and will be promptly investigated, according to the grievance procedures for sex-based discrimination.<sup>[3]</sup> The College is prepared to take immediate and appropriate action to any report of retaliation to protect individuals who fear having been subjected to retaliation. Acts of retaliation will be investigated and may lead the College to pursue disciplinary action as appropriate.

<sup>[1]</sup> 34 CFR §106.71(a).

<sup>[2]</sup> 34 CFR §106.71(a).

<sup>[3]</sup> 34 CFR §106.71(a)