

D.3.2 (Policy) Protection from Retaliation

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 2-17-15

Reviewed: 9-27-22

The College District prohibits retaliation against individuals for:

1. Bringing forward a charge of misconduct, a grievance, an Ethics Hotline report, Title IX, VII, ADA, 504 report or other complaint concerning conditions of work or alleging violations of a federal or state statute; or testifying, assisting, cooperating with, or participating in any manner in an official investigation, hearing or other proceeding (see [D.3.2.1](#)); or
2. In good faith reporting a violation of law by the College District or a College District employee to an appropriate law enforcement authority (pursuant to state whistleblower laws - see [D.3.2.2](#)).

Procedure [D.3.2.1](#) College District Protection from Retaliation

Procedure [D.3.2.2](#) Statutory Whistleblower Protection

Legal Reference - TACC Policy Reference Manual
DG(LEGAL) - Employee Rights and Privileges