

Effective: 07/01/2023; Revised: 7/1/2025

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## RETALIATION

In compliance with law, VUMC does not retaliate against individuals for 1) filing or encouraging one to file a complaint of unlawful discrimination, 2) participating in an investigation of unlawful discrimination, 3) opposing unlawful discrimination, or 4) engaging in other protected activity (such as seeking leave and/or accommodations). In addition, VUMC does not retaliate against individuals for filing or encouraging one to file a complaint of discrimination, participating in an investigation of discrimination, or opposing discrimination based on grounds not necessarily protected by federal or state law, but protected by the VUMC's nondiscrimination policy. "Retaliation" includes any adverse employment action or act of revenge against an individual for filing or encouraging one to file a complaint of discrimination, participating in an investigation of discrimination, or opposing discrimination.

VUMC's Anti-Harassment, Non-Discrimination and Anti-Retaliation Policy, <https://vanderbilt.policytech.com/docview/?app=pt&source=unspecified&docid=43723> explains VUMC's prohibitions against retaliation, how to report it, VUMC's prohibition against retaliation against anyone who makes a complaint or participates in an investigation, and/or engages in other protected activity, and how VUMC investigates and resolves complaints under this policy.

House Staff who file a grievance/complaint, report activity which they believe to be unlawful, or participate in the grievance, review, or compliance process in good faith, will be protected against retaliation.

### *REPORTING CONCERNS OF DISCRIMINATION, HARASSMENT, RETALIATION, SEXUAL VIOLENCE AND/OR FOR NEEDS RELATED TO ACCOMMODATIONS*

House Staff who believe that they have been subjected to retaliation should create a case in Workday Help, and/or may also contact Employee & Labor Relations at 615-343-4759 or [employeerelations.vumc@vumc.org](mailto:employeerelations.vumc@vumc.org). For more information, current employees may also visit the Employee & Labor Relations website at <https://vumc365.sharepoint.com/sites/human-resources/SitePages/Employee-and-Labor-Relations.aspx>