



Policy Against Retaliation

Fear of retaliation should not hinder the reporting of an alleged violation(s) of

- a seminary community standard,
- an incident(s) of unlawful or prohibited discrimination or harassment under Fuller policy, or
- an incident(s) of sexual misconduct.

The seminary strictly prohibits retaliation against a member of the Fuller community

- who opposes the practices prohibited by the seminary's community standards or the seminary's discrimination, harassment, or sexual misconduct policies (consistent with all laws and applicable Fuller conduct policies),
- who brings forth a complaint,
- against whom a complaint is brought, or
- who otherwise is a participant in a complaint resolution process.

Such prohibited retaliatory conduct includes, but is not limited to, reducing a student's grade, decreasing an employee's pay, or downgrading a person's performance evaluation. This also includes intimidating, threatening, or coercing, or in any way discriminating against or harassing an individual because of an individual's complaint or participation in the complaint resolution process, provided that the individual is not breaching applicable law or conduct policies. Retaliatory conduct within the meaning of this policy will be considered a violation of seminary policy, and anyone over whom the seminary has authority to do so (including third parties such as friends or colleagues of respondents) who violates this policy against retaliation will be independently disciplined by the seminary, up to and including possible termination of student status (expulsion) and/or termination from employment.

This policy against retaliation applies to all members of the seminary community, including students, authorized student organizations, faculty, administrators/managers, staff-level employees, and trustees. This policy may also be applicable to complaints deemed to have been submitted without merit and for a retaliatory purpose.

Procedures A concern that any member of the community has failed to abide by this Policy Against Retaliation should be reported promptly. Time limits for reporting are noted in the applicable procedures. See [Complaint Resolution Procedures: Sexual Harassment, Unlawful Discrimination, Unlawful Harassment, Sexual Misconduct, Retaliation](#) for information.