

COUNTY OF MUSKEGON

ANTI-RETALIATION POLICY

POLICY NO. 2013-19

APPROVAL DATE: January 15, 2013

(This policy shall be observed by all County of Muskegon operations including those under the auspices of Elected and/or Appointed County Officials.)

Statement of Policy

It is the policy of Muskegon County to afford each individual employee the ability to exercise his or her rights in good faith in order to bring issues of concern to management or governmental agencies or to participate in an investigation free from the threat of retaliation. The County of Muskegon prohibits the use or threat of an adverse employment action based on the good faith exercise of statutorily protected workplace rights. Employment actions include, but are not limited to, recruitment, selection, placement, promotion, transfer, accommodation, training, compensation, benefits, demotion or termination decisions, or other material actions which would dissuade a reasonable worker from the good faith exercise of statutorily protected workplace rights.

The County of Muskegon will not tolerate any retaliatory conduct or harassment, either explicit or implicit, based on an individual's good faith exercise of statutorily protected workplace rights. No individual shall be retaliated against for making a good faith complaint, for assisting in an investigation, for requesting an accommodation, or for exercising rights statutorily protected from retaliation.

Compliance with this policy is required of all employees, appointed and or elected officials. The County of Muskegon will promptly investigate all complaints of retaliation and will take prompt and appropriate action to remedy the situation. Illegal, retaliatory conduct can also result in individual liability for the perpetrator.

This policy is intended to comply with the anti-retaliation provisions of all federal laws and governmental agency procedures, as well as any state or local statutes.

Procedure

Anyone that experiences or witnesses prohibited retaliation should immediately report the incident to the Equal Employment Opportunity Office or a member of County management. All allegations of retaliation will be investigated. All management receipt and/or knowledge of what he or she believes may constitute retaliatory action should be reported to the County's Equal Employment Opportunity Office within five (5) business days. To the extent possible, the confidentiality of the complaint will be protected against unnecessary disclosure. When the investigation is complete, the outcome of the investigation will be shared with the complainant.

Any complainant, feeling adversely affected by the decisions made at any point in this procedure, maintains all of the external legal remedies set forth in Title VII of the Civil Rights Act of 1964 and the Michigan Civil Rights Act.

Written Policy

All employees, appointed and elected officials will receive a copy of Muskegon County's Anti-Retaliation policy when they begin working for the County of Muskegon. If the County should amend or modify this policy, you should receive a copy of the amended or modified policy from your department. The policy will be posted on the County intranet and on the Equal Employment Opportunity website at www.co.muskegon.mi.us/eeo.

Penalties

Retaliation will not be tolerated at Muskegon County. If an investigation of any allegation of retaliation shows that retaliation has taken place, the harasser will be subject to disciplinary action, up to and including dismissal.

<p>Contact Information Timothy Bracey, EEO Officer 990 Terrace, 4th Floor Hall of Justice (231) 724-7139 Email: eeo@co.muskegon.mi.us</p>
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