

**NEW COLLEGE OF FLORIDA
REGULATIONS MANUAL**

CHAPTER 3 - Administrative Affairs

3-4017 Reprisals

- (1) This policy has been established to provide a statement upholding the right of College students and employees to engage in grievance proceedings and the like and committing the College to a position of not taking adverse action against individuals who file such complaints or those who assist them in doing so.
- (2) The New College of Florida recognizes the right of its employees and students to voice their concern on campus issues or personal issues of concern to them. The College provides its employees and students with grievance processes described in College policy, collective bargaining agreements, state statutes, and federal law.
- (3) The College respects the right of its employees and students to participate in the grievance process and will not take any negative, retaliatory, or reprisal action as a result of an employee or student electing to lodge a grievance, appeal, or claim, whether filed before a campus body or officer or before an external regulatory board or commission.
- (4) Any employee or student who believes that adverse actions may have been taken against them because they participated in lodging a grievance, appeal, or claim against the College or one of its employees should file a written statement of their complaint with the Office of the President. An appropriate review and response to the complaint will be rendered to each employee or student who files a claim that adverse action has been taken against them as a reprisal.

Authority: Article IX, Sec. 7, Fla. Constitution; Fla. Board of Governors Regulation 1.001

History: Adopted 04-27-02, as Policy 0-006; Revised and renumbered 06-29-10; Revised 03-11-17 (technical amendment)