

<p><b>DIVISION</b> II. College Employees</p>	<p><b>REFERENCE NO.</b> 2.2.6</p>
<p><b>CATEGORY</b> Retaliation</p>	<p><b>DATE</b> Adopted 11/09</p>

Joliet Junior College confirms its commitment to prohibiting discrimination against employees engaged in activities protected by applicable employment laws. The college prohibits retaliation against employees who oppose unlawful employment practices or make charges, testify, assist or participate in any manner in investigations, proceedings or hearings concerning claims of unlawful employment practices. The college also prohibits retaliation against employees who make charges, testify, assist or participate in any manner in investigations, proceedings or hearings concerning applicable whistleblower or ethics laws.

Prohibited acts of retaliation include (without limitation) wrongful discharge, demotion or transfer of an employee who engaged in activity protected by applicable laws.

All operations of the college shall reflect a commitment to this policy. Any Joliet Junior College employee who believes that he or she has been the victim of retaliation for assisting in an internal or external investigation is urged to bring the matter to the attention of the director of human resources immediately.