Revision to Academic Staff Personnel Policies and Procedures
Chapter 112.02

On 13 November 2007, the Academic Staff Senate unanimously approved the change to the Academic Staff Personnel Policies and Procedures, Chapter 112.02, Grievances, Freedom from Reprisal. The current and revised language (shown in red) is shown below.

Current language:

112.02 Freedom from Reprisal
Academic staff members using the grievance procedure are guaranteed freedom from reprisal. Any action taken by the supervisor intended to harass the employee shall be considered a reprisal. Normal administrative prerogatives and procedures such as reassignment of duties or employee evaluation are not forms of reprisal unless intent of harassment can be substantiated by the academic staff member. An academic staff member who believes that reprisal is being threatened or effected may bring a statement of facts to the chairperson of the Academic Staff Hearing and Appeals Committee who will investigate the situation within 10 working days, and report the findings with a recommendation to the Chancellor. The Chancellor will act upon this recommendation within 10 working days of receipt.

Proposed change:

112.02 Freedom from Reprisal
Academic staff members using the grievance procedure are guaranteed freedom from reprisal. Any action taken by the supervisor intended to harass the employee shall be considered a reprisal. Normal administrative prerogatives and procedures such as reassignment of duties or employee evaluation are not forms of reprisal unless intent of harassment can be substantiated by the academic staff member. An academic staff member who believes that reprisal is being threatened or effected may bring a statement of facts to the chairperson of the Academic Staff Hearing and Appeals Committee who will designate a committee member to investigate the situation within 10 working days, and to report the findings with a recommendation to the Chancellor. The Chancellor will act upon this recommendation within 10 working days of receipt.