

**Policy Name: 3.06.2 Non-Retaliation Policy****Definitions:**

**Good Faith:** A report or complaint made with honest and reasonable belief there was a violation of laws, policies, procedures, mistreatment policies, or processes. A good faith report/complaint does not require the reporter to be correct, rather that the reporter honestly believed their report/complaint is truthful based on existing information

**Reporter:** Reporter is defined as the individual who submits a report or complaint regarding a violation of laws, policies, procedures, mistreatment policies, or processes, or who participates in an investigation of such a report or complaint.

**Retaliation:** Any action, statement, or behavior taken or threatened against an individual (i.e., reporter) because they have, in good faith, reported a concern regarding the violation of laws, policies, procedures, or because they have participated in any manner with an investigation of such an allegation.

**Policy**

The University of Texas at Tyler and the SOM are committed to the fair treatment of all individuals involved in reporting student mistreatment and violation of laws, policies, or procedures, and the associated process. Efforts will be made to maintain the confidentiality of any investigation related to or undertaken pursuant to this policy, to the extent possible and without comprising the ability to conduct a prompt and fair investigation and resolution of the complaint.

The University and the SOM will not tolerate any form of retaliation against a reporter who has made a good faith complaint/report or participated in investigations of such report/complaint. Any individual found to have retaliated in any manner against a reporter will be considered to be in violation of the Non-Retaliation Policy and subject to disciplinary or adverse actions.

Individuals who believe that they have been retaliated against for raising concerns of violation of laws, policies, procedures, mistreatment policies, or processes, pursuant to this policy should contact the Associate Dean for Undergraduate Medical Education and/or the Associate Dean for Student Affairs. The Associate Dean of Undergraduate Medical Education and Associate Dean for Student Affairs will investigate allegations of relation and make a report to the Dean of the School of Medicine within 30 days of the received complaint. If an individual has concerns about violations of this policy by the Associate Dean for Undergraduate Medical Education and/or the Associate Dean for Student Affairs, the individual should contact the Dean of the School of Medicine to investigate the allegations.

Curriculum Oversight Committee Approved: 01/18/2022  
Last Revision Date: 5/2025  
Review Date: 5/2025