

Non-Retaliation Policy

[Name of the Company](#) does not allow retaliation against any employee who reports a concern in good faith.

1. Our Commitment

We want a culture where you can raise questions and concerns without fear. We strictly forbid retaliation against anyone who:

- Reports a violation of law or company policy
- Takes part in an investigation
- Refuses to take part in illegal activity

2. What Is Retaliation?

Retaliation is any negative action taken against an employee because they raised a concern. It includes:

- Termination, demotion or suspension
- Cuts to hours or pay
- Bullying, harassment or exclusion from meetings
- Unfair negative performance reviews

3. Reporting and Consequences

If you experience or witness retaliation, report it immediately to [HR Contact](#) or [Anonymous Hotline](#).

- Every report is investigated promptly and confidentially.
- Any employee found to have retaliated will face disciplinary action, up to and including termination.