

Iowa State University

How to Report Allegations of Retaliation

The university's policy on [Non-Retaliation Against Persons Reporting Misconduct](#) prohibits retaliation. This guidance indicates how retaliation should be reported.

When an individual believes retaliation for making a good faith report of misconduct to the university has occurred, the individual should report the suspected retaliation as follows:

- If the matter is or was under formal investigation or is or was the subject of a formal complaint resolution process, report to the office responsible for investigation. In the case of an investigation by an outside agency, the report may be made to the agency or to one of the departments listed in the table below.
- If the matter is neither under formal investigation or formal complaint resolution process, suspected retaliation may be reported to the person to whom the report was initially made, unless there is reason to think that that person is involved in the retaliation, in which case the report may be made to that person's supervisor.
- If the matter is or was not under formal investigation, but is within the subject matter of an office that does formal investigations, you may report to that office. See the table below for university offices that engage in formal investigations.
- Reports of retaliation may also be made to:
 - [University Counsel](#)
 - [ISU Confidential Hotline](#)
 - [Board of Regents, State of Iowa](#)

While the [Ombuds Office](#) is not an appropriate office for filing reports of retaliation, it can provide assistance in determining where to report retaliation.

TYPE OF VIOLATION	REPORT SUSPECTED RETALIATION TO
Employee Misconduct	If the misconduct is by a merit, hourly or professional and scientific employee, report to the Associate VP for Human Resources If the misconduct is by a faculty member, report to the Associate Provost for Faculty
Discrimination and Harassment	Office of Equal Opportunity
Criminal Activity	ISU Police
Research Misconduct	Research Integrity Officer
Student Misconduct	Office of Student Conduct (OSC)
NCAA	Athletics Compliance