



Name of Policy: No Retaliation Policy
Source: Student Affairs and Human Resources
Form to Complete: N/A

**Policy:**

Intimidating, coercing, or acting in any manner consistent with the intent to achieve reprisal against someone who has engaged in protected activity is defined as retaliation. Protected activities include:

- Reporting a violation or suspected violation of a campus policy
- Filing a formal complaint or grievance
- Assisting someone in making a report or filing a form complaint/grievance
- Participating in any manner in an investigation

A member of the KCAI community who retaliates against someone participating in the protected activities listed above is subject to disciplinary action, up to and including dismissal from KCAI. Individuals accused of violating this policy may also be held responsible for any retaliation that is done by a third party if they are found to have directed or caused the third party to engage in the retaliatory behavior.

Individuals who believe they have suffered retaliation may report to:

Director of Human Resources: 816.802.3434

Associate Vice President of Student Affairs: 816.802.3419

The KCAI Student Handbook and a list of campus policies is located on [MyKCAI - Campus Policies.](#)