New Jersey State Policy Prohibiting Discrimination in the Workplace
Stockton University Student Policy Prohibiting Sexual Misconduct and Discrimination in the Academic/Educational Environment

The provisions of the *New Jersey State Policy Prohibiting Discrimination in the Workplace* and the *Stockton University's Student Policy Prohibiting Sexual Misconduct and Discrimination in the Academic/Educational Environment* require all related complaints and investigations to be handled in a confidential manner. In addition, the Policies prohibit retaliation against anyone who files a complaint, participates in a complaint investigation, or opposes a discriminatory practice.

Confidentiality

All complaints and investigations shall be handled, to the extent possible, in a manner that will protect the privacy interests of those involved and to prevent any unnecessary disruption to the work environment. To the extent practical and appropriate under the circumstances, confidentiality will be maintained throughout the investigative process. During the course of an investigation, it may be necessary to discuss the claims with the person(s) against whom a complaint has been made and other persons who may have relevant knowledge. It may also be necessary to disclose information to persons with a legitimate need to know about the matter. All persons who are interviewed or otherwise advised of a complaint will be directed not to discuss any aspect of the investigation with others.

Prohibition Against Retaliation

Retaliation against any person who either alleges that she or he was the victim of discrimination/harassment, provides information in the course of an investigation into claims of discrimination/harassment in the workplace, or opposes a discriminatory practice, is prohibited by the State Policy. Any employee bringing a complaint, providing information for an investigation, or testifying in any proceeding under the State Policy will not be subjected to adverse employment consequences based upon such involvement or be the subject of other retaliation.

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1. I have been advised of and/or read the provisions of Confidentiality and Prohibition Against Retaliation; and

2. I understand this complaint investigation must be confidential and I may not take retaliation against anyone who has filed a complaint, participated in a complaint investigation or opposes a discriminatory practice.

Name and Title: _____
(Print)

Signature: _____ Date: _____