

## **Anti-Retaliation**

### **1003.1 PURPOSE AND SCOPE**

This policy prohibits retaliation against members who identify workplace issues, such as fraud, waste, abuse of authority, gross mismanagement or any inappropriate conduct or practices, including violations that may pose a threat to the health, safety or well-being of members.

This policy does not prohibit actions taken for nondiscriminatory or non-retaliatory reasons, such as discipline for cause.

These guidelines are intended to supplement and not limit members' access to other applicable remedies. Nothing in this policy shall diminish the rights or remedies of a member pursuant to any applicable federal law, provision of the U.S. Constitution, law, ordinance or memorandum of understanding.

### **1003.2 POLICY**

The California Department of State Hospitals (DSH) has a zero tolerance for retaliation and is committed to taking reasonable steps to protect from retaliation members who, in good faith, engage in permitted behavior or who report or participate in the reporting or investigation of workplace issues. All complaints of retaliation will be taken seriously and will be promptly and appropriately investigated. Reporting and investigation will comport with Department of Mental Health (DMH) Policy Directive 200-Discrimination Policy, Special Order 207.01- Retaliation Against Persons Who Report Illegal Acts and California Government Code sections 8547.2, 8547.8 and 19683.