



Title IX Retaliation At-A-Glance

Retaliation:

- Includes any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding.
- Includes deliberately making false statements to intimidate, threaten, or cause harm.
- Includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy.
- Does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.
- May be present even where there is a finding of “no responsibility” on the allegations of Prohibited Conduct.
- Can be committed by any individual or group of individuals, not just by a Respondent or Complainant.
- Is thoroughly explained to all parties who participate in a grievance process.

Retaliation or reprisal against *any* person, including the Complainant(s) or the Respondent(s), for making a report in good faith, cooperating with an investigation, or participating in a grievance procedure is a violation of the College’s non-retaliation policy. The College will promptly respond to any act of Retaliation.

Retaliation should be reported promptly to the Title IX Coordinator for investigation, which may result in conduct (corrective) action independent of any educational outcome (corrective action) or interim measures imposed in response to the underlying allegations of prohibited conduct.

Individuals involved in investigations or disciplinary proceedings are encouraged to exercise discretion in sharing information in order to safeguard the integrity of the process and to avoid the appearance of retaliation. While discretion regarding the process is important, Complainants and Respondents are not restricted from discussing and sharing information with others who may support or assist them during the process.

The College does not prohibit the parties from making disclosures about the incident, their participation in the proceedings, or the outcome.

For more information, please see the [Grinnell College Policy, Procedures and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence](#).