



Nondiscrimination Against Employee Related to Hazardous Situations

CONTENTS

POLICY # IN-FIAD.EHS.13

Scope
Policy Statement
Reason for Policy
Exceptions/Exclusions
Procedures
Definitions
Sanctions

ADDITIONAL DETAILS

Contact Information
Forms
Web Addresses
Related Information
Document Change Log
Communications

Effective: January 1, 1999
Last Updated:

Responsible IUPUI Campus Division:
Finance and Administration

Responsible IUPUI Campus Office:
Environmental Health and Safety

Responsible IUPUI Campus Administrator:
Rich Strong, Director, EHS

Policy Contact:
Primary contact person

The IUPUI administration formally approves official campus administrative policies through an established process, publishes those policies in a consistent format, and maintains official campus policies in a central, readily accessible policy website. Responsible administrators (as defined below) and their offices, that are engaged in developing and maintaining campus-wide administrative policies must comply with the procedures in this policy for drafting, approving, revising, distributing, maintaining, and withdrawing campus-wide policies. Academic policies are available on the [Faculty Council website](#).

This policy is in accordance with University Policy [UA-08, Establishing University Polices](#).

Scope

This policy applies to all staff, faculty, students, and guests of the University community. This policy includes, but is not limited to, issues related to: health, occupational safety, the environment, general safety, and fire safety. Campus safety organizations as used in this policy include: Environmental Health and Safety, Fire Protection Services, Police, Radiation Safety.

Policy Statement

An employee shall not be discharged, suspended, or otherwise discriminated against for failure or refusal to engage in unsafe practices or improper acts which adversely affect health, safety, or the environment.

An employee shall not be discharged, suspended, or otherwise discriminated against for

reporting safety, health, or environmental issues to the employee's management or to IUPUI departments having jurisdiction over the issue.

An employee who violates this policy is subject to the IUPUI disciplinary process up to and including dismissal.

Reason for Policy

University employees may be aware of an unsafe condition or practice in the workplace, but fail to report their concern to departmental management or the appropriate campus safety organization because of fear of retaliation by their employer. In some cases a safety issue that has been reported to departmental management may remain unresolved.

This policy protects employees who report environmental, health, or safety problems to internal departments. This protection is parallel to the protection granted workers by various state and federal regulatory agencies.

Exceptions/Exclusions

Not provided – will update during review process

Procedures

Anyone becoming aware of any discriminatory or retaliatory action within the scope of this policy should immediately bring it to the attention of the director of the appropriate campus safety organization or the chairperson of the appropriate campus safety committee.

Any employee who refuses to act in a manner directed by supervision because the employee believes it results in unsafe practices, exposure to unhealthy conditions, or harms the environment by violating a University policy or regulatory requirement, shall notify the employee's immediate supervisor of the reason for refusing to perform work as directed.

If the supervisor, after investigation of the issue, determines the employee is not correct and the employee still believes the work should not be performed as directed; then the employee shall contact the appropriate campus safety organization.

The campus safety organization shall expeditiously investigate the situation to determine if the employee's concern is appropriate. The safety organization shall inform the employee and supervisor of their findings.

Both supervisor and employee shall abide by the campus safety organization's decision at that time. If there is an ongoing safety concern, the appropriate campus safety committee will investigate the issue further.

Definitions

Not provided – will update during review process

Sanctions

Not provided – will update during review process

Contact Information

<i>Subject</i>	<i>Contact</i>	<i>Phone</i>	<i>Email</i>

(This section may be modified to include responsibilities if necessary.)

Forms

Not provided – will update during review process

Web Addresses

Not provided – will update during review process

Related Information

Not provided – will update during review process

Document Change Log

Include information about previous policy versions or whether this policy replaces an existing policy.

<i>Date</i>	<i>Contact</i>	<i>Email</i>	<i>Status</i>
1/1999			Policy approved – R. Martin
3/2014	Kati Reeves	kreeves7@iupui.edu	Converted policy to template

Communications

Specify population to receive communications and desired communication methods.

	✓ the desired populations & communication methods
Students	
Staff	
Faculty	
Jag News	
Faculty Council	
Staff Council	
IUPUI Facebook	
IUPUI Twitter	
Housing	