

CITY OF DENTON

POLICY/ADMINISTRATIVE PROCEDURE/ADMINISTRATIVE DIRECTIVE

SECTION: HUMAN RESOURCES	REFERENCE NUMBER: 108.06
SUBJECT: STANDARDS OF CONDUCT FOR EMPLOYEES	INITIAL EFFECTIVE DATE: 1/31/86
TITLE: RETALIATION ACT	LAST REVISION DATE: 11/19/18

ADMINISTRATIVE DIRECTIVE:

RETALIATION PROHIBITED:

The City of Denton supports state and federal laws that protect a public employee who reports an alleged violation of law. The City's Problem Solving Policy 115.02 encourages employees to report any alleged infraction without fear of retaliation.

State and federal laws provide that a state or local government body may not discipline or terminate the employment of, or otherwise discriminate against, a public employee solely because the employee engaged in one or more of the following activities:

- Reports a violation of law to an appropriate law enforcement authority if the employee report is made in good faith;
- Participates in an investigation, proceeding, or hearing pertaining to the workplace;
- Serves as an investigator, as authorized by the City;
- Engages in opposition to an unlawful employment practice; or
- Participates in any other protected activity.

Law is defined as a state or federal statute, an ordinance passed by a local governmental body, or a rule adopted under a statute or an ordinance.