



NUCLEAR  
UNIVERSITY

# Non-Retaliation Policy

Nuclear University  
NU-SOP-NRP-01

2011 Rev. 0





### **Non-Retaliation Policy Statement**

Nuclear University will not tolerate any form of retaliation or retribution against its employees (including students, temporary and full-time employees) or other third parties for making a report of threatened, on-going, past or suspected violations of Nuclear University's Code of Conduct or our Policies.

All levels of management shall encourage good faith reporting of potential violations of laws, regulations, or business ethics or other policies.

Any retaliatory actions for reporting violations or suspected violations of law, policies or Code of Conduct undermine our efforts to detect and address improper behavior and are strictly prohibited. Any employee who commits or condones any form of retaliation will be subject to disciplinary action, up to and including, termination. Employees concerned about possible acts of retaliation should contact the office of the Chief Executive or any other company officer.

Nothing in this Non-Retaliation Policy shall be construed to excuse employees from the consequences of their own misconduct as a result of their reporting the matter. Self-reporting may, however, be taken into account in determining the appropriate disciplinary action.

Knowingly making false accusations, spreading malicious rumors, or other attempts to harm or slander another employee will be subject to appropriate disciplinary action.