

# COAST GUARD ANTI-RETALIATION

## *The Do's and Don'ts of Retaliation for Supervisors*

Retaliation, also known as reprisal, occurs when an employer takes an action against an employee for engaging in legally protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity. This fact sheet will help supervisors understand the Do's and Don'ts of retaliation. [Civil Rights Service Providers](#) are available to assist with any retaliation questions.

### DO's



Maintain Complaint Privacy



Be Transparent With Your Expectations



Treat Employees Consistently



Know Your Responsibilities



Communicate Often With Civil Rights Service Provider



Stop Reported Behaviors and Document Events

### DON'Ts



Interfere with the EEO Process



Criticize Employees for Filing a Complaint



Discipline Employees for Filing a Complaint



Treat Employees Differently



Take Frustrations out on the Employee who Made the Complaint



Delay Responses to Discrimination Concerns and Complaints

Stop Retaliation Before it Starts

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