

## **STATEMENT ON CONFIDENTIALITY AND NON-RETALIATION IN CONNECTION WITH COMPLAINTS**

Leading from integrity enables Pitt to drive forward bravely in the spirit of progress, reflecting our commitment to honesty and integrity in every facet of our operations. Accordingly, the University of Pittsburgh is committed to promptly and thoroughly responding to good faith reports of unethical, illegal, or noncompliant behavior. It is not possible to specifically estimate how long an inquiry or an investigation will take. It may be necessary to contact witnesses for additional information or to ask follow-up questions. All reasonable efforts will be made to comply with best practices related to timeliness.

In the course of investigating such allegations, the University maintains the confidentiality of witness statements and other forms of evidence to the extent possible. The Office of Compliance, Investigations & Ethics will maintain this information as confidentially as possible, but it may be necessary to discuss some or all of the details with faculty, students or staff who have a need to know or who are material witnesses. The University respects the privacy of those involved in the investigative process. Faculty, students and staff involved in the investigation process are encouraged to exercise discretion if discussing or sharing information related to any investigation or complaint.

The University prohibits retaliation against anyone who makes a complaint or otherwise participates in the investigation process or supports a complaint. Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a report, cooperating with an investigation, making a complaint, or to deter a person from making a complaint or participating in an investigation. Retaliation includes, but is not limited to, intimidation, adverse action related to employment or education, as well as threats of such actions. If a University member believes they have been subjected to retaliation, they should submit a report to the [Pitt Concern Connection](#). A University member who is found to have retaliated against a member of the University community may be subject to disciplinary action up to and including termination of employment or dismissal from the University.