Anti-Retaliation Policy

Protecting anyone who reports a concern in good faith from punishment, pressure, or exclusion.

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Academy name: _____

Academy address: _____

Effective date: _____

Last reviewed: _____

Policy

[Academy name] does not allow retaliation against anyone who reports a safety concern, takes part in a review, or cooperates with authorities, as long as they act in good faith.

Examples of Retaliation

- Removing a student from a team, belt test, or event because a family raised a concern.
- Cutting a staff member's hours or role after they made a report.
- Threats, insults, shunning, or pressure to take back a report, in person or online.
- Treating a student unfairly in class because of a report.

Reporting Retaliation

Report retaliation to [designated safety contact] or [second contact]. If the concern involves the owner, contact [outside contact or board member].

Consequences

Retaliation is a serious violation and may lead to removal from the academy. False reports made on purpose to harm someone are also a violation.

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