



# RETALIATION

Not In Our Army

## Retaliation

1. Illegal, impermissible, or **hostile actions**
2. By **chain of command** or **peers/ coworkers**
3. **Towards an individual** suspected of making a **protected communication** like a Sexual Assault/ Harassment or other crime report; being a **victim, witness, or intervener**; or being a **SARC/ VA**

### Reprisal (CoC Action)

- > Withholding of favorable actions; or imposing negative personnel actions
- > For making, preparing to make, or being perceived as making or preparing to make a protected communication.
- > Can be reported to the SARC, Command, or State/DoD IG
- > This type of retaliation should be investigated by the Inspector General.

### Ostracism (Peers)

- > Excluding from social acceptance, privilege, or friendship
- > For making, preparing to make, or being perceived as making or preparing to make a protected communication.
- > Can be reported to the SARC, Command, or State/DoD IG
- > This type of retaliation should be investigated by the victim's chain of command.

### Cruelty/ Maltreatment

- > Cruel / oppressive acts (Physical or Psychological)
  - By superior (Article 93)
  - or peers (AR 600-20)
- > Inherently criminal activity (ie, assault, property damage, stalking)
- > For making, preparing to make, or being perceived as making or preparing to make a protected communication.
- > Can be reported to the SARC or Command

### REPORTING OPTIONS

SARC Reporting: 434-294-4669 / IG Reporting: 434-292-8244 /

Chain of Command /

DOD Safe Helpline: 877-995-5247

PROTECTION  
FROM RETALIATION

*Sexual Harassment. Sexual  
Assault.*