

<p>TUCSON UNIFIED SCHOOL DISTRICT</p> <p>POLICY REGULATION</p>	REGULATION TITLE: Prohibition Against Retaliation for Use of Sick Leave
	CODE: GBGC-R5

Employees shall not be subjected to retaliation or discrimination for exercising protected rights under the Arizona Fair Wages and Healthy Family Act, including, but limited to:

- The right to request or use earned paid sick leave pursuant to A.R.S. 23-362 *et seq.*;
- The right to file a complaint with the commission or courts or inform any person about any employer’s alleged violation;
- The right to participate in an investigation, hearing or proceeding or cooperate with or assist the commission in its investigations or alleged violations; and
- The right to inform any person of his or her potential rights.

The appropriate use of earned sick leave should not be the basis for discipline, discharge, demotion, suspension, or any other adverse action against an employee.

Employees may review their rights under the Arizona Fair Wages and Healthy Family Act, A.R.S. 23-362 *et seq.*, through the notice attached as an exhibit to this regulation

Adopted: June 30, 2017 (Friday Report)

LEGAL REF.: A.R.S. 23-371 – 23-381

CROSS REF: Policy GBGC “Employee Health and Safety”; Regulation GBGC-R4 “Employee Sick Leave”; Regulation Exhibit GBGC-R5E “Prohibition Against Retaliation for Use of Sick Leave Exhibit – Employee Notice”