

VIRGINIA MILITARY INSTITUTE  
Lexington, Virginia

GENERAL ORDER)  
NUMBER 90)

17 November 2022

**Retaliation**

**Policy.** The Virginia Military Institute is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that ensures administrative investigations, and their participants are free from retaliation during and after the investigation process. Retaliation is taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has engaged in a protected activity. This policy addresses complaints or reports of retaliation against those who have filed complaints of violations of any other VMI policy or regulation and/or those who have participated in any way in the investigative process, including but not limited to complainants, respondents, witnesses, investigators, decision makers, advisors, or appeals officers. In pursuit of this goal, any reported allegation of

is found at  
Appendix A in General Order 16. Questions regarding retaliation prohibited by this .00004C00463000000912 0

**Reporting.** Conduct in violation of this policy will be reported promptly by all cadets, employees, faculty and staff. VMI's IG is responsible for overseeing the investigation of all reports of alleged retaliation. The VMI IG is Ms. Susan Lemert. Members of the IG staff are as follows:

Ms. Susan LeMert  
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**Sanctions.** If it is determined that conduct in violation of this policy has occurred, sanctions will be determined in accordance with the Grievance Procedures. Consequences for violation of this policy will depend on the facts and circumstances of each situation, the frequency and severity of the offense, and any history of past conduct in violation of this policy. Sanctions may include penalties up to and including dismissal for cadets and termination for employees. In addition to sanctions that may be imposed on an individual found in violation of this policy, the Institute will take steps to prevent recurrence of any retaliation.

FOR THE SUPERINTENDENT:

John M. Young  
Lieutenant Colonel, Virginia Militia  
Chief of Staff

DIST: E, Cadets / OPR: IG