

TITLE: CYFD POLICIES AND PROCEDURES

CHAPTER 1: HUMAN RESOURCES ADMINISTRATION

PART 9: RETALIATION

EFFECTIVE DATE: MARCH 15, 2021

PURPOSE: To prohibit all forms of retaliation by employees, contractors, stipend students, student interns or volunteers of the New Mexico Children, Youth and Families Department (CYFD) against employees, contractors, stipend students, student interns, volunteers or clients of CYFD.

APPLICABILITY: All CYFD employees, contractors, stipend students, student interns and volunteers of CYFD.

RETALIATION: It is unlawful for any CYFD employee, contractor, stipend student, student intern or volunteer to retaliate against anyone who has expressed a concern or made a complaint about any form of harassment, sexual harassment, or discrimination. Retaliation against an employee, client, contractor, stipend student, student intern, or volunteer alleging harassment, sexual harassment, discrimination or for participating in an investigation is prohibited. CYFD employees will not retaliate against any person, including resource parents or biological parents, for raising concerns related to the unmet needs of children in CYFD custody or their caregivers.

5.1 Identifying and Reporting Retaliation: If any person employed by CYFD feels they have been the victim of retaliation, or has information about possible retaliation by another employee, they should make a complaint to the CYFD Constituent Affairs Office. Examples of retaliation may include but are not limited to:

- changing an employee's work assignments;
- providing inaccurate work information to an employee;
- denying an employee benefits of employment including promotion or transfer for a retaliatory reason; or
- refusing to cooperate or discuss work-related matters with an employee.

5.2 Disciplinary Action: Violation of this policy by a CYFD employee may lead to disciplinary action up to and including dismissal.

5.3 To the extent this policy conflicts with any other older CYFD retaliation policy, this policy shall take precedence.

AUTHORIZED SIGNATURE:

APPROVED:  DATE: 03/08/2021

Brian Blalock, Cabinet Secretary
Children, Youth and Families Department