

RETALIATION QUESTIONNAIRE

NAME: _____

DATE: _____

Please answer all of the following to the best of your ability. If a question does not seem to apply to you, move on to the next one.

PURPOSE:

The goal of this questionnaire is to gather information to determine if you have been retaliated against for filing a Charge of Discrimination, opposing an illegally discriminatory practice, or participating in an investigation regarding a charge of discrimination.

PART I-OPPOSITION:

1. Did you file a Charge of Discrimination with the Delaware Department of Labor or the EEOC? If yes, when, and with whom did you file your complaint?

2. Did you file an internal grievance with your employer regarding *race, age, sex, disability, religion, national origin, marital status, or genetic information discrimination*? If not one of these, what sort of complaint did you file? When did you make this complaint? Please explain below.

3. Did you give information in support of an individual who complained of discrimination? (i.e. did you participate in an investigation, hearing, or other proceeding regarding illegal discrimination?) If yes, what sort of proceeding did you participate in and when? What information did you give?

PART II-ADVERSE ACTION:

4. What action did the Employer/Respondent take against you after they learned about your opposition to the discriminatory practice? Circle one or more of the below listed items.

Denial of Promotion

Refusal to Hire

Discharge

Demotion

Denial of Benefits

Suspension

Threats

Reprimands

Harassment

Poor Evaluations

Other

5. What specific dates did the Employer/Respondent take these actions against you?

6. Has your employer taken these same or similar actions against you or other employees in the past? How are they retaliatory?

PART III-CAUSAL CONNECTION:

7. What evidence do you have that the Employer/Respondent took the action against you **BECAUSE** you opposed the discriminatory activity? (Example: Documents, Witness Statements, etc.)

8. What was the Employer/Respondent's stated reason for the action they took?

9. How much time passed before the retaliatory action took place?

10. Did the person(s) who took this action **know** that you had participated in this activity? How do you know they knew and what evidence do you have that they know?

Additional space to answer questions. Please indicate the question number you are referencing.

I declare under penalty of perjury that all of the information I have given in this document is true and correct to the best of my knowledge.

Signature

Date