



**VCU**

Integrity and Compliance

# We do not tolerate retaliation.

**If you**

ask a question or raise a concern in good faith...



**then no one can**



Terminate you



Cut your pay



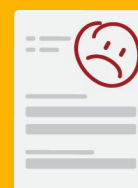
Demote you



Refuse to promote you



Reassign you



Give you a bad review

**solely because you spoke up.**

**And if anyone tries**



Contact the ICO or the VCU Helpline



So we can investigate



And take appropriate action

To learn more, contact [ucompliance@vcu.edu](mailto:ucompliance@vcu.edu) or call (804) 828-2336.

To report a concern, visit [VCUHelpline.com](http://VCUHelpline.com) or call (888) 242-6022.