

Serious Grievance Letter - Retaliation Complaint

Subject: Formal Grievance - Workplace Retaliation

Dear [HR Director/Compliance Officer],

I am filing this grievance to report retaliation I have experienced following my [previous complaint/whistleblowing activity/protected activity] on [date].

Background: On [date], I [reported safety violations/filed a discrimination complaint/participated in an investigation/requested reasonable accommodation/engaged in other protected activity]. Since that time, I have experienced the following retaliatory actions:

[Date]: [Specific retaliatory action - unwarranted disciplinary action, negative performance review, demotion, salary reduction, hostile treatment, etc.]

[Date]: [Second retaliatory action with details]

[Date]: [Third retaliatory action with details]

The timing and nature of these actions clearly constitute retaliation for my protected activity. Prior to my [complaint/report], my work performance was rated as [excellent/satisfactory] with no disciplinary issues. The sudden change in treatment directly correlates with my decision to [raise concerns/participate in investigation].

Retaliation is prohibited under [relevant laws - Title VII, OSHA, Whistleblower Protection Act, etc.] and company policy. The retaliatory actions have caused me [describe harm - financial loss, emotional distress, damage to professional reputation, hostile work environment].

I am requesting:

1. An immediate investigation into these retaliatory actions
2. Reversal of any adverse employment actions taken against me
3. Appropriate disciplinary measures against those responsible for the retaliation
4. Protection from further retaliation
5. Restoration of my employment status to what it was before the retaliation began

I have documented evidence supporting these claims and am prepared to provide it during the

investigation. I am also prepared to pursue legal remedies if this matter is not resolved satisfactorily through internal channels.

This is a serious matter requiring urgent attention. I request a response within [3-5] business days and a meeting to discuss resolution.

Respectfully submitted,

[Your Name]

[Position]

[Contact Information]

[Date]

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