

Formal Letter for Retaliation After Raising Concerns

Subject: Grievance - Retaliation Following Protected Activity

Dear [Senior HR Manager/Executive],

I am filing this formal grievance to report retaliation by my manager, [Manager's Name], following my protected activity of [reporting safety concerns/filing a previous complaint/requesting reasonable accommodation/whistleblowing/other protected activity].

On [date], I [describe the protected activity you engaged in]. Since that time, I have experienced the following retaliatory actions:

- Sudden negative performance reviews despite consistent previous positive evaluations
- Exclusion from important projects and meetings
- Increased scrutiny and micromanagement
- Hostile and cold treatment
- [Other specific retaliatory behaviors with dates]

The timing and nature of these actions clearly demonstrate a retaliatory pattern. Prior to [date of protected activity], my relationship with [Manager's Name] was professional, and my performance reviews were [positive/satisfactory]. The dramatic shift in treatment immediately following my [protected activity] indicates retaliation.

Retaliation for engaging in protected activities is illegal under [relevant legislation] and violates company policy. I have documented evidence including [performance reviews, emails, witness statements, records of meetings].

I am requesting:

1. An immediate investigation into this retaliation
2. Cessation of all retaliatory behavior
3. Restoration of my professional standing
4. Protection from further retaliation during and after the investigation
5. Appropriate disciplinary action against [Manager's Name]

I reserve all rights under applicable law and company policy. Please provide written acknowledgment of this grievance and outline the investigation process within five business days.

Sincerely,

[Your Name]

[Employee ID]

[Date]

[Contact Information]

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