

Adverse Action



Seattle
Human Resources
Learning & Development Team

For a finding of
Discrimination



You must suffer a negative action that **tangibly** affects your job, pay, or working conditions

For a finding of
Retaliation



You must suffer a negative action that could dissuade a reasonable person from engaging in protected activity

Includes



- Suspension, demotion, termination
- Denial of hiring or promotional opportunity
- Cutting hours or pay
- Forced lateral job transfer that negatively impacts future promotional opportunities

Does NOT include



- Rude or unfriendly behavior
- Not being greeted, thanked, or appreciated
- Constructive performance feedback that does not result in discipline