

(II) AN EMPLOYEE OF THE DEPARTMENT MAY NOT INTENTIONALLY TAKE OR ASSIST IN TAKING AN ACT OF COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT AGAINST ANOTHER EMPLOYEE SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.

(III) AN EMPLOYEE WHO VIOLATES THE PROVISIONS OF THIS PARAGRAPH IS SUBJECT TO DISCIPLINARY ACTION, INCLUDING TERMINATION OF EMPLOYMENT.

Article - Education

13-1A-03.

(F) (1) DURING ANY STAGE OF A COMPLAINT, GRIEVANCE, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT BY A FULL-TIME OR PART-TIME EMPLOYEE OF AN INSTITUTION, OR BY A TEMPORARY OR CONTRACTUAL EMPLOYEE OF AN INSTITUTION, THE EMPLOYEE MAY NOT BE SUBJECTED TO COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT BY OR INITIATED ON BEHALF OF AN INSTITUTION SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.

(2) AN EMPLOYEE OF AN INSTITUTION MAY NOT INTENTIONALLY TAKE OR ASSIST IN TAKING AN ACT OF COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT AGAINST ANOTHER EMPLOYEE SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.

(3) AN EMPLOYEE WHO VIOLATES THE PROVISIONS OF THIS SUBSECTION IS SUBJECT TO DISCIPLINARY ACTION, INCLUDING TERMINATION OF EMPLOYMENT.

~~SECTION 3. AND BE IT FURTHER ENACTED, That, as soon as funds are available, the Equal Employment Opportunity Program in the Department of Personnel shall be fully operational to ensure equal employment opportunity in all aspects of classified service employment, including promotional opportunities.~~

~~SECTION 4. AND BE IT FURTHER ENACTED, That, the Secretary of Personnel shall develop a plan for the centralized enforcement of this Act, whether administered by the Department of Personnel or another agency, and submit the plan to the Senate Finance Committee and the House Appropriations Committee of the General Assembly on or before January 15, 1996.~~

~~SECTION 5. AND BE IT FURTHER ENACTED, That each appointing authority shall comply with this Act, investigate all allegations of violation of this Act, and take actions against violators in compliance with this Act.~~

~~SECTION 6. AND BE IT FURTHER ENACTED, That, pending the establishment of centralized enforcement mechanisms, on or before November 1, 1995, and each year thereafter, each appointing authority shall report to the Secretary of~~