



THE PATH OF A REPORT COMPREHENSIVE DISCRIMINATION & HARASSMENT PROCEDURES

Upon receiving a report of Prohibited Conduct, the University will:

- 1 **PROVIDE SUPPORT**
and assistance in obtaining University and community resources.
- 2 **PROVIDE INFORMATION**
about preserving evidence, obtaining medical treatment, and contacting police.
- 3 **EVALUATE SAFETY**
of individuals and the University community.

4 DETERMINE COMPLAINANT'S PREFERENCES:

- A Complainant may request that **no further University Resolution** be taken
- B Complainant may make a report and seek one of three forms of **University resolution**

The University will seek to honor this request if it is possible to do so while also **protecting the health and safety of individuals and the University community.**

- 1. **Formal Resolution**, which involves an investigation, and determination/sanction (if applicable).
- 2. **Informal Resolution**, which (if available) includes a variety of informal options for resolving reports.
- 3. **Inquiry**, which involves referral to another office or limited fact finding.

Next, the University will conduct a Threat Assessment to:

- 1 **DETERMINE UNIVERSITY ACTIONS**
 - **University Resolution:** if AVC for EOIX/Title IX Coordinator determines Investigation or Informal Resolution is appropriate
 - **No Action:** balance request with health and safety risk factors to determine whether request can be honored
- 2 **EVALUATE REPORTING DUTIES**
Health & Safety risks may require reporting to:
 - 1. The Police (if health/ safety threat is identified)
 - OR
 - 2. Child Protective Services (if under 18)

INITIAL ASSESSMENT OF REPORT

THREAT ASSESSMENT OF REPORT

CONCLUDE OR BEGIN RESOLUTION PROCESS

A REPORT TO LAW ENFORCEMENT MAY BE MADE AT ANY POINT THROUGHOUT THIS PROCESS
RESOURCES AND SUPPORT ARE AVAILABLE THROUGHOUT THIS PROCESS

Process either concludes or moves on to Formal or Informal Resolution.

The University also offers access to confidential resources for students and employees who are unsure about whether to report Prohibited Conduct, or to any student or employee seeking counseling or other emotional support throughout this process.

FORMAL RESOLUTION - COMPREHENSIVE DISCRIMINATION & HARASSMENT PROCEDURES

At the beginning of the resolution process:

- 1 **WRITTEN NOTICE** to the Complainant and the Respondent.
- 2 **TRAINED INVESTIGATOR(S)** will conduct a prompt, thorough, fair, impartial investigation with equal opportunity to be heard, submit evidence, & identify witnesses.
- 3 **ADVISOR OF CHOICE** may accompany, support, and advise each party.

At the conclusion of an investigation:

Investigator will prepare a **Preliminary Investigation Report** summarizing the information gathered, without finding(s).

Investigator will send the **Preliminary Investigation Report** and all accompanying materials to the Complainant and Respondent.

Complainant and Respondent each have **5 business days** to review and respond to the **Preliminary Investigation Report**.

Investigator will prepare a **Final Investigation Report** which includes a finding as to whether or not there is sufficient evidence to support a finding of Responsibility by a Preponderance of the Evidence.

Investigator will send the **Final Investigation Report** to the parties and the AVC for EOIX/Title IX Coordinator will issue a determination letter to the parties.

Remedies, Disciplinary Actions, and Outcomes:

If student Respondent, a finding of Responsibility will be referred to Outcome Council for disciplinary action.

If employee Respondent, a finding of Responsibility will be referred to the supervisor or Vice Provost for Faculty Affairs for disciplinary action.

The Outcome Council or University official will determine additional remedies in consultation with the AVC for EOIX/Title IX Coordinator.

Either party may **Appeal** a determination of Responsibility **in writing no later than 5 days** after the determination is issued on one or more of the following bases: (1) procedural irregularity, (2) new evidence not reasonably available at time of determination, (3) AVC for EOIX or Investigator had a conflict of interest or bias, or (4) (where respondent is a student) the Outcomes imposed are substantially disproportionate to the severity of the violation. Any sanction issued by the **Outcome Council or Decision Maker for Disciplinary Action** will not take effect until the conclusion of the **Appeal**.

INVESTIGATION

OUTCOME

APPEAL

A REPORT TO LAW ENFORCEMENT MAY BE MADE AT ANY POINT THROUGHOUT THIS PROCESS

RESOURCES AND SUPPORT ARE AVAILABLE THROUGHOUT THIS PROCESS

Typically, the period from commencement of an investigation through resolution (finding and sanction, if any) will not exceed 90 business days. This time frame may be extended for good cause.