

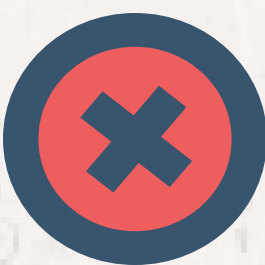
Office for Inclusion and Equity Investigation Process

For Employee Misconduct

Intake Information and Consultation


The investigation process begins after a complaint is received. OIE will consult with the Complainant and determine if there is sufficient evidence to continue.

Complaint Dismissed or Withdrawn

 If the allegation does not fall within jurisdiction, or does not meet various requirements, the complaint is dismissed.

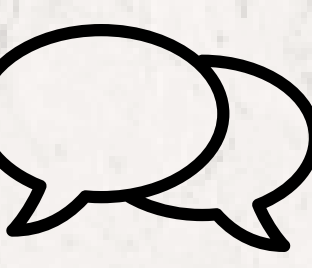
Notification is sent to the Complainant describing the reason(s) for dismissal.

If the Complainant chooses to appeal, the decision is handled by the Vice President.

 The Vice President (VP) will review and either uphold the appeal or dismissal. If the appeal is denied, the case is closed. If overturned, the case is sent back to OIE to investigate.

A Complainant can also ask to withdraw a case. If it is a Title IX complaint, OIE, in consultation with the Title IX Coordinator, will decide to accept the withdrawal or not.

Informal Resolution Process

 If appropriate, the Complainant can choose an informal resolution process. This cannot be used for cases of sexual violence.


Those involved will agree to a solution together. Once agreed upon, the case is closed.

Interim Measures

During the investigation, interim measures may be put in place, including but not limited to no contact directives.

Formal Investigation Process

1. Interviews & Data Analysis

 If sufficient information is found to move forward, a notice of complaint is issued. The investigators will conduct interviews and collect evidence.


2. Issue Proposed Findings

At the conclusion of the investigation, the OIE investigators will make a recommendation to the Vice President, or appropriate designee.

3. Comment Period

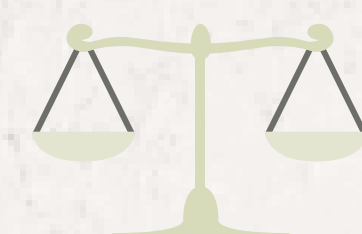
Following the recommendation, there will be a comment period for both the Complainant and the Respondent.

4. Meeting with Vice President

 The investigators will consult with the VP or designee to review the findings from the investigation and the comments. Additional investigations will be done, if appropriate.

The VP or designee will render the final decision.

5. Determination & Notification of Outcome

 The parties involved will be promptly notified of the outcome. If the complaint meets the preponderance of evidence standard, the VP or designee shall determine the appropriate discipline, and administer under the appropriate policy. If not, the case is closed.