



Incident Occurs

Refer/Report to Dean of Students if student to student conduct

Refer/Report to OIE if alleged misconduct was engaged in by employee, visitor or vendor

OIE assesses for jurisdiction under the Policy and consults with aggrieved person about services and options

If no jurisdiction

OIE refers elsewhere (DOS, HR, Ombuds Program)

DOS proceeds under Student Code of Conduct process

Informal Resolution for lower level concerns and instances in which aggrieved person does not wish file a complaint

Formal Complaint for higher level concerns (potential violations of Policy) in instances in which aggrieved person wishes to file a complaint

Administrative Review may be requested by Administrator with concerns about potential discrimination within department or initiated by OIE for higher level concerns in instances in which aggrieved party does not wish to file a complaint

Resolution would generally involve employee counseling and/or training and letter of expectations

OIE investigates and issues finding

Violation

No violation

OIE issues recommendations, which may include training, disciplinary action, or termination for Respondent and appropriate redress for aggrieved person

Generally (but not always), no recommendations issue