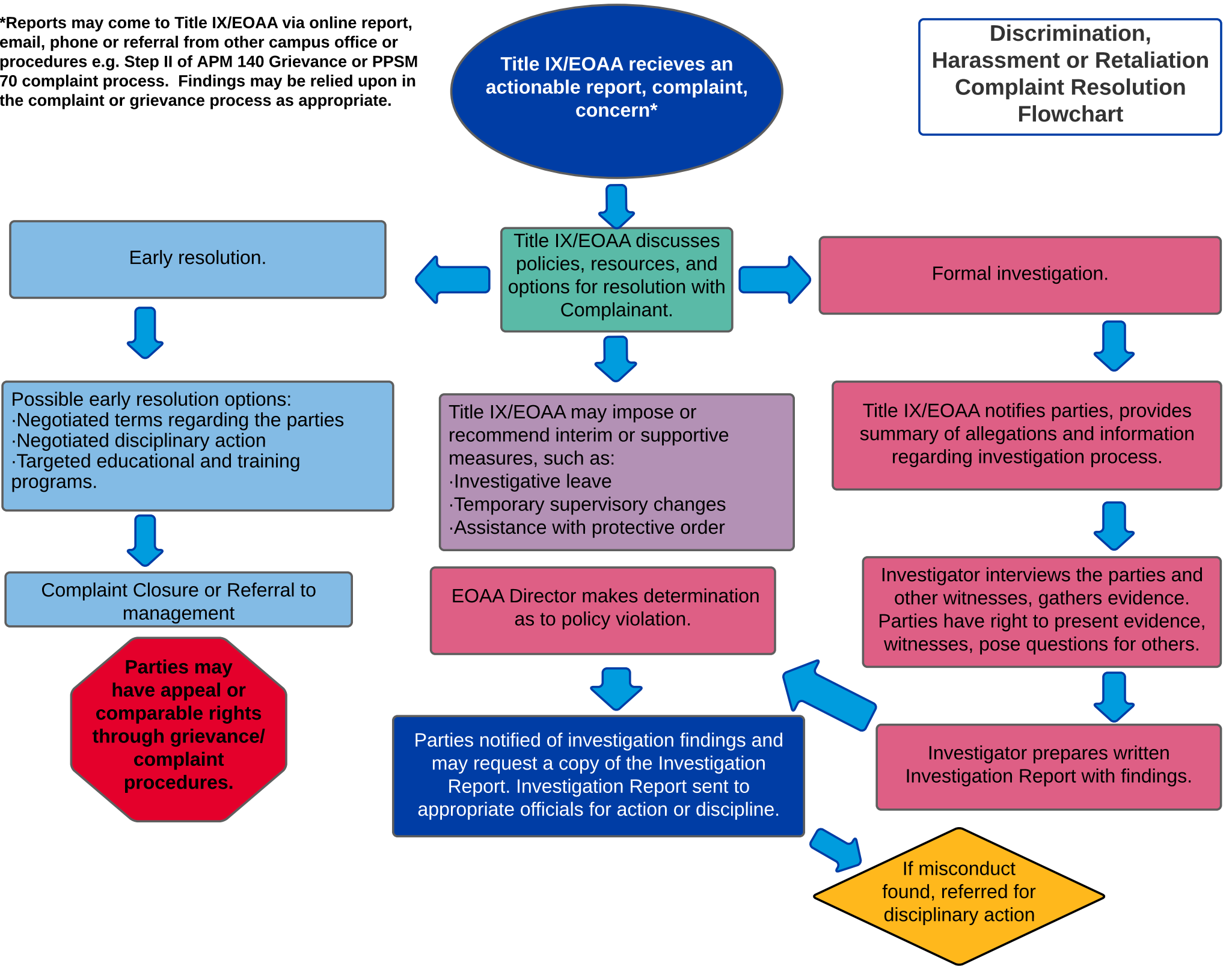


*Reports may come to Title IX/EOAA via online report, email, phone or referral from other campus office or procedures e.g. Step II of APM 140 Grievance or PPSM 70 complaint process. Findings may be relied upon in the complaint or grievance process as appropriate.

Discrimination, Harassment or Retaliation Complaint Resolution Flowchart



Title IX/EOAA receives an actionable report, complaint, concern*

Early resolution.

Title IX/EOAA discusses policies, resources, and options for resolution with Complainant.

Formal investigation.

Possible early resolution options:
·Negotiated terms regarding the parties
·Negotiated disciplinary action
·Targeted educational and training programs.

Title IX/EOAA may impose or recommend interim or supportive measures, such as:
·Investigative leave
·Temporary supervisory changes
·Assistance with protective order

Title IX/EOAA notifies parties, provides summary of allegations and information regarding investigation process.

Complaint Closure or Referral to management

EOAA Director makes determination as to policy violation.

Investigator interviews the parties and other witnesses, gathers evidence. Parties have right to present evidence, witnesses, pose questions for others.

Parties may have appeal or comparable rights through grievance/complaint procedures.

Parties notified of investigation findings and may request a copy of the Investigation Report. Investigation Report sent to appropriate officials for action or discipline.

Investigator prepares written Investigation Report with findings.

If misconduct found, referred for disciplinary action