DRAFT – 7/31/2023

Abusive Conduct – Resolution

Stage 1 Filing a report

With supervisor or manager

Supervisor or manager must immediately notify **Responsible Office**.

With Responsible Office

LDO refers to **Responsible Office**. Reports of other forms of misconduct, such as discrim., referred.

Through Whistleblower Hotline (LDO)

Stage 2 Assessment

Responsible Office reviews in 30 business days

Complaints about Staff: **ELR**

Complaints about Senate Faculty: **VPAR**

Complaints about other Academic Personnel: **APO**

Responsible Office assesses health & safety and, with existing case management groups (CMT, I-group), determines how to proceed and whether an investigation is warranted.

Stage 3 Resolution

Early Resolution - 60-75 business days

May involve mediation or negotiated corrective actions (for example).

Facilitated by the manager or Responsible Office.

Formal Investigation 120 business days

Conducted by CCO investigators or external investigators.

Respondent is notified, interviews conducted, investigation report produced.

If an investigation finds abusive conduct, any corrective action taken in accordance with existing personnel policies (e.g., PPSM 62).

Other grievance "instead of or in addition to"

Must meet all other requirements (timing): APM-015/016, PPSM-70, APM-140/150, Senate Bylaw 335, or Collective Bargaining Agreement.