Report and Preliminary Inquiry

Individual makes a report. Office for Equity & Compliance (OEC) conducts preliminary inquiry to assess for:
- Respondent’s relationship with the University;
- Whether conduct falls within the OEC’s scope;
- Whether the facts as reported constitute a violation of the Comprehensive Policy; and
- Whether the report suggests an ongoing threat to the safety of the University community.

Resolution Pathways

OEC will propose either informal resolution or formal complaint pathways and provide Complainant and Respondent, if participating, with applicable notice.

Investigation Process

Report will be investigated promptly, equitably, and thoroughly by professional OEC investigator. Investigator will meet with both parties, witnesses, etc. and review all available information, which will be presented to both parties in a Preliminary Investigation Report (PIR). Parties will then have a final opportunity to respond to the PIR before a finding is reached.

Final Investigation Report (FIR)

After reviewing any final information provided by parties, the investigator will prepare a final report, which will include a finding and rationale as to whether the facts support responsibility for a policy violation.

If found Not Responsible

The Dean of Respondent’s college/school will be informed and provided the FIR.

No discipline will be administered, but non-disciplinary responsive interventions may be implemented by Dean/Department Chair when necessary.

If found Responsible

The Dean of Respondent’s college/school will be informed and provided the FIR. Respondent will then be subject to the Faculty Discipline Process according to the Faculty Handbook or a collective bargaining agreement, as applicable.

Assigned Outcomes and Appeals

Per the Faculty Handbook, discipline (aka “assigned outcomes”) may include, without limitation, formal reprimand, censure, suspension with or without pay, and/or termination.

There is a process for appeals governed by the Faculty Appeals Procedure of the Faculty Handbook.