**Report and Preliminary Inquiry**

Individual makes a report. Office for the Dean of Students (DOS) and/or Office for Equity & Compliance (OEC) conducts preliminary inquiry to assess for:
- Respondent’s relationship with the University;
- Whether conduct falls within 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.

Based on the preliminary inquiry, DOS/OEC will:
- Address safety concerns;
- Notify Complainant of rights and resources available; and
- Discuss Complainant’s preferences for resolution.

**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.

Both parties will be informed of the findings, offered opportunity to review the FIR, and notified of next steps.

**Assigned Outcomes**

Assigned outcomes may include, without limitation, warning, educational experience or project, extension of interim measures, probation, suspension, and/or expulsion.

**Appeals**

Either party may appeal any finding and/or assigned outcome (if applicable) based on substantial new information or procedural error or bias. Appeals are reviewed by an appellate board.

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If OEC determines that the behavior as reported does not constitute a policy violation or is outside OEC’s scope, OEC may close the report and/or refer the matter to more appropriate resources.

If found Not Responsible

The parties will both be informed and provided the opportunity to review the FIR.

No assigned outcomes will be administered, but non-disciplinary responsive interventions may be implemented by the DOS/OEC when necessary.

If found Responsible

The matter will be referred to the Office of Student Conduct & Conflict Resolution for Administrative Resolution.

The administrative resolution officer may or may not meet with the parties, but will consider the FIR, Respondent’s conduct history, the seriousness of the violation, and other factors in assigning outcomes.