Complaint filed with OEO

Investigation
OEO interviews parties, witnesses, and gathers information & documentation relevant to the complaint.

Alternative Resolution
OEO facilitates resolution acceptable to the parties involved.

OFFICE OF INCLUSIVE EXCELLENCE (OIE) receives bias report(s)

Determined student code or policy violation(s)

Determined any policy or code violation(s)

The Office of the DEAN OF STUDENTS serve as enforcers of policy assisting students who are reporting students.

Dean may coordinate the Student Conduct Administration process. This may include the following:
• Behavioral misconduct process
• Academic & professional misconduct process
• Sanctions & other appropriate action(s)

Dean of Students may conduct an investigation that include interviewing the parties and other witnesses to determine whether there is sufficient evidence of violation of University policy. In instances involving discrimination or sexual harassment, the Dean of Students may request assistance from OEO/AA.

A representative from the Office of the Dean of Students prepares a written report with its findings, recommendations, and possible sanctions.

URISE coordinates support and resources including potential interventions, informal solutions, and strategies to remedy the nature of bias reports submitted.

Depending on how students would incidents addressed, responses may vary. They may include:
• Identifying a system of support & resources for targets, witnesses, and those impacted on our campus community
• Educational workshops & training
• Campus climate assessments
• Informal conversation(s) with individual parties involved (and potential stakeholders)
• Documentation

Individuals may have appeal rights through applicable grievance or complaint procedures.

OFFICE OF EQUAL OPPORTUNITY & AFFIRMATIVE ACTION (OEO/AA) receives & reviews report to determine appropriate action of staff &/or faculty

Complaint filed with OEO

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