OFFICE FOR INCLUSIVE EXCELLENCE
STUDENT AFFAIRS | UNDERGRADUATE STUDIES | THE UNIVERSITY OF UTAH

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

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

Determines student code or policy 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.

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 & trainings**
- **Campus climate assessments**
- **Informal conversation(s) with individual parties involved (and potential stakeholders)**
- **Documentation**

Determines any policy or code violation(s)

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

Complaint filed with OEO

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

Alternative Resolu
OEO facilitates resolution acceptal the parties involv

OEO/AA prepares written report with its findings & recommendations. The Office of the Dean of Students is responsible for sanctions, and if applicable, will issue its proposed sanctions at that time.

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