

Office for University Equity and Compliance

Equal Opportunity Policy + Non-Fraternization Policy Process

1 OUEC Receives Report + Performs Initial Assessment

- Assessment occurs immediately
- OUEC considers immediate health and safety concerns, notifies law enforcement as appropriate

2 OUEC Sends outreach to Complainant

- Outreach occurs within 24 business hours of report receipt
- Email explaining OUEC's role, procedural options and supportive resources

3 OUEC Meets with Complainant

- Meeting optional
- Complainant may elect to share information about their experience and/or request a Formal Resolution or Informal Resolution

4 Complainant Requests one of the following:

Formal Resolution

- Includes a full investigation
- OUEC makes formal findings of fact and may include discipline

Informal Resolution

- Voluntary, remedy-driven process
- Does not include formal findings of fact
- Does not involve discipline of Respondent

Informal Resolution Examples:

- Education for an individual/group
- Facilitated Dialogue
- No Contact Order (available under any option)
- Impact Statement

No Action

Parties may request that OUEC take no action at all in response to their report.

5 Asst. Vice President reviews requested step

Assistant Vice President for Equity and Compliance approve any requested resolution option identified by Complainant. Generally, the AVP will seek to honor requests made by Complainant.