

When the person accused of violating the Policy is a student . . .

The person who is the subject of or who experienced the prohibited conduct may:

Request that no further action be taken.

Reporting the incident to the University allows the University to provide resources and support – it does not require you to choose to pursue any other course of action. If you request that no further action be taken, the University will strive to honor your request. EOC will lead the assessment of whether taking no further action poses a risk to you or other community members. If safety is an issue, the University may need to take further action while supporting you and protecting your privacy.

Request voluntary resolution if available.

Voluntary resolution does not involve a formal investigation or disciplinary action. It may include short-term protective measures, educational programming, increased monitoring at locations where misconduct occurred, or a meeting with those involved present (in cases not involving sexual assault). Depending on the type of remedy used, it may be possible for the affected individual to maintain anonymity. EOC will determine whether voluntary resolution is appropriate. Those involved can request to end it and pursue a formal investigation at any time.

Request a formal investigation.

Investigations conducted by the University can lead to sanctions (i.e., community service, educational requirements, suspension, expulsion) and remedies to help those affected (i.e., academic assistance, housing changes). The EOC investigator will meet separately with you and others involved to ask questions about what happened. They will work with EOC staff to determine whether a Policy violation has occurred and, if so, recommend an appropriate sanction and remedy. There are options for accepting the determinations, requesting a hearing, or requesting an administrative review.

When the person accused of violating the Policy is an employee . . .

The person who is the subject of or who experienced the prohibited conduct may:

Request an administrative review.

An administrative review, which is like an investigation, can lead to corrective action being taken against an employee. During an administrative review, those involved will be interviewed by an investigator in the EOC office or an appropriate administrator at the University. At the close of the administrative review, this individual will prepare a report that includes a determination of whether the Policy has been violated and any taken or recommended corrective actions (i.e., counseling about the behavior, a letter of reprimand, or other appropriate action up to suspension or dismissal). The University cannot reveal the specifics of action(s) taken if it is a confidential personnel action.

Note: EOC is currently reviewing procedures for reports against employees.

See specific procedures for the Policy on Prohibited Discrimination, Harassment and Related Misconduct for more details and for information about appeal rights.