Flow Chart of Adjudication Process for Allegations of Conduct under the 
Policy on Prohibited Discrimination, Harassment and Related Misconduct

Conduct that falls under the University’s Policy on Prohibited Discrimination, Harassment and Related Misconduct is addressed by the Procedures that accompany the Policy. This flow chart is designed to give an overview of the Procedures. You’re encouraged to reach out to the Gender Violence Services Coordinators (Confidential Resource) or the Report and Response Coordinators for help navigating through these Procedures.

Supportive measures are available to both parties during entire process.

Does the Reporting Party want to request an investigation of the reported conduct?

YES

Written notice to Responding Party and Reporting Party

Do both parties agree to an Informal Resolution?

YES

Parties agree to an Informal Resolution
- University must deem appropriate
- Voluntary process for both parties
- If unsuccessful, matter returns to Investigation

NO

Supportive measures*

*In limited circumstances, the University may be compelled to investigate a report. Please see the relevant procedures for more detail.

If Responding Party is an Employee

1. Administrative Advisor reviews report with outcome
2. EOC issues written determination of outcome

Is the outcome accepted by both parties?

YES

Outcome is final

NO

Either party appeals.

* Appeal options will differ based on each party’s status as student, employee, or other affiliation.

If Responding Party is a Student

1. Parties review draft report without outcome and provide comments
2. EOC issues written determination of outcome

Is the outcome accepted by both parties?

YES

Outcome is final

NO

Reporting Party appeals

Administrative Review

Student Responding Party appeals

Live Hearing
- Hearing Panel of three administrators
- Parties and witnesses not required to be present for information to be considered
- Cross-examination questions are asked by neutral administrator
- Panel determines outcome, including sanction

* Appeal options will differ based on each party’s status as student, employee, or other affiliation.