OIE Process Flow

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OIE reviews each incident report to identify whether the conduct reported could meet OIE policy definitions. Those that do not may be referred to campus partners such as Human Resources, Student Conduct, etc.

1

For reports that are not referred to another office, OIE's Civil Rights Intake Coordinators assess the report and reach out to provide supportive measures to impacted parties/communities

2

An incident report on its own does not initiate an investigation/informal resolution. These begin after a complaint form has been submitted by the Complainant or an OIE Director

3

A Civil Rights
Investigator gathers
evidence, contacts
witnesses, &
conducts interviews.
Evidence will be
outlined in a report
and shared with
parties to review and
respond.

4

The Investigative report typically includes a finding. But, in Title IX cases and cases involving a student respondent, a Resolutions officer will conduct a hearing and make a finding based on the evidence.

5

If the Respondent is found responsible sanctions may be issued, Employees' sanctions will be determined by OHR or the .04 Sanctioning Committee.

Assessment

Supportive Measures Complaint Form

Investigation

Finding

Sanction

Assessment and Outreach

Based on the information submitted to OIE, we may refer the matter **or** provide supportive measures and options for resolution. OIE resolution options include non-punitive education OR, if a complaint form is submitted, an investigation or informal resolution.

Investigation/Fact Finding

OIE Investigators and Resolutions Officers gather, review, and assess evidence to come to a finding. A report or outcome letter are the output of this stage.

Timelines and steps are in OIE Process Standards

Outcomes

Aggravating and mitigating factors will be weighed as an appropriate sanction is determined.