Office for the Prevention of Harassment and Discrimination

Complaint Resolution

OPHD assists with Early Resolution.

Early Resolution options may include:
- Electing to resolve directly with the respondent at the request of the complainant
- Separating parties
- Referring parties to counseling programs
- Negotiating an agreement for disciplinary action
- Conducting targeted educational and training programs
- Issuing no contact directives
- Consulting with an appropriate administrator

* In both Early Resolutions and Formal Investigations, the complainant and the respondent are provided periodic written status updates on the progress of the resolution process.

OPHD initiates a Formal Investigation.

(generally completed within 60 working days.)

OPHD recommends interim remedies which may include:
- Issuing no contact directives
- Changing a course section
- Reassigning housing
- Reassigning job
- Requesting deadline extensions
- Taking other appropriate action

OPHD notifies the respondent and provides written summary of allegations or a request for a Formal Investigation.

OPHD interviews the parties and other witnesses to determine whether sufficient evidence of violation of University policy exists.

OPHD prepares a written report with findings.

OPHD sends the written report with findings to the Center for Student conduct or an appropriate administrator.

Finding of a policy violation.

Sanctions and outcome.

No finding of policy violation.

Complainant and respondent may request a copy of the written report from OPHD.

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

OPHD receives a concern, report, question, complaint, request for advice or notification.

OPHD discusses policies and options for resolution with the complainant.

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