OVERVIEW OF OIE PROCESS

PROTECTIVE & FORMAL REPORT SUPPORTIVE INVESTIGATION **HEARING** OUTCOME **APPEAL** COMPLAINT SIGNED **MEASURES** OIE receives a report Complainants and A trained and OIE appoints a The Hearing Officer Both parties have an alleging conduct Respondents may choose to sign a unbiased Civil Rights trained and unbiased issues a written opportunity to prohibited under the **Formal Complaint** Investigator collects request supportive Hearing Officer to determination appeal the Hearing Discrimination, and protective and initiate an evidence by conduct a live analyzing whether Officer's decision. Sanctions will be Harassment, and measures at any interviewing both Hearing at which the Respondent's imposed after the Retaliation Policy. point during the OIE whether a violation parties, any relevant both parties may ask conduct constitutes OIE will reach out to Process. Protective of the witnesses, and questions of the a violation of the appeal has been the impacted party collects documents other side and any Discrimination, decided or the and supportive Harassment, and deadline for filing an (Complainant) to measures are or other materials relevant witnesses. Harassment, and offer supportive and **Retaliation Policy** directly related to Retaliation Policy. appeal has lapsed. individualized Parties will be the allegations in the protective measures services coordinated accompanied by as well as provide by OIE and offered Formal Complaint. Advisors of their information about to parties free of choosing or as the OIE Process. charge. Examples appointed by OIE. may include mutual restrictions on contact, campus escorts, or academic support.