Supportive and interim measures are available throughout the process.

Respondent may be placed on investigatory leave at any time in accordance with APM 150.

Stage 0 Resources and Reporting

The following can be provided by the CARE advocate, licensed counselor, or other resource: on/off campus resources, notice of rights, reporting options

OPHD receives report, conducts outreach and initial assessment, and decides how to proceed

OPHD oversees alternative resolution instead of investigation

End

Stage 1/Stage 2 Investigation, Preliminary Determination, Assessment and Consultation

OPHD investigates

OPHD "dismisses" allegations. Allegations are no longer considered DOE-covered conduct, but OPHD may still continue with resolution under UC policy on SVSH, if applicable. Parties can appeal the decision to dismiss.

OPHD preliminarily determines respondent violated policy using preponderance of evidence standard; assessment and consultation occurs; respondent's supervisor or other appropriate administrative authority proposes resolution

OPHD preliminarily determines respondent did not violate policy using preponderance of evidence standard; assessment and consultation occurs

Stage 2.A Opportunity to Accept the Preliminary Determination

Parties have equal opportunity to accept or not accept the preliminary determination; if either party does not accept, the matter goes to a hearing

Both parties accept the preliminary determination

The preliminary determination becomes final; proposed resolution is imposed

End

Either party or both parties do not accept the preliminary determination

Stage 2.B Prehearing and Hearing

Prehearing meeting and other procedures to promote fair, productive, and orderly hearing, including defining disputed and relevant issues, and discussing rules of conduct

Hearing

Hearing officer determines that respondent violated policy

Hearing officer determines respondent did not violate policy

Stage 2.C Appeal of Determination

Right to appeal on limited grounds

Appeal

No appeal

Appeal officer decides

In procedural error and new evidence appeals, appeal officer may remand to hearing officer and then decide

If respondent is found responsible: see stage 3 of non-faculty (non-represented) academic personnel adjudication model process flow chart 4 on page 60

For all non-DOE-covered conduct see flow chart 4