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

Individual reports to OPHD or other responsible employee

Stage 1 Investigation and Findings

60-90 Business Days for Investigation**

**Can be extended for good cause

Insufficient information to proceed

End

Allegation received by OPHD; outreach and preliminary inquiry conducted

Formal investigation by OPHD under UC policy on SVSH; OPHD informs chancellor

Investigation report, applying preponderance of evidence standard, finds a violation of UC policy on SVSH, which establishes probable cause under APM-015

Investigation report sent to chancellor/designee; complainant and respondent can receive copy of report

Investigation report, applying preponderance of evidence standard, does not find a violation of UC policy on SVSH

Stage 2 Assessment and Consultation

Complainant and respondent have opportunity to submit written response and/or request meeting with the chancellor/designee

Chancellor/designee engages peer review committee to advise on discipline or other actions to resolve

End

Stage 3 Corrective Action in Accordance with APM-150

Chancellor/designee makes determination

Respondent refuses informal resolution

Issues notice of intent to institute corrective action or dismissal (see APM-150.40)

Following consideration of reply (if any), notice of action issued; outcome communicated to complainant and respondent

End*

Respondent accepts informal resolution; outcome communicated to complainant and respondent

Chancellor/designee proposes informal resolution, which may include discipline and other measures

No further action; outcome communicated to complainant and respondent

*Respondent may grieve decision pursuant to APM-140

Supportive and interim measures are available throughout the process.

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

Notice of any proposed disciplinary action must be delivered no later than three years after the chancellor is deemed to have known about the alleged violation.

40 Business Days to Issue any Notice of Intent

Non-Senate (Non-Represented) Faculty Adjudication Model - Process Flow Chart 2

For all DOE-covered conduct see attachment 2.A