Stage 1 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 2 Investigation and Proposed Sanctions

OPHD investigates

OPHD preliminarily determines respondent violated policy; student conduct proposes sanctions

End

Stage 3 Opportunity to Accept or Not Accept

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

Either party or both parties do not accept the preliminary determination

Stage 4 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; student conduct determines sanction

Hearing officer determines respondent did not violate policy

Stage 5 Appeal

Right to appeal on limited grounds, including sanction (if any)

Right to appeal sanction

Appeal

Appeal officer decides

End

No appeal

End

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

End

Supportive and interim measures are available throughout the process.

*Please see the PACAOS Appendix F for full procedural details