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
- OPHD decides not to initiate resolution process

End

Stage 2 Investigation and Proposed Sanctions

OPHD investigates

OPHD preliminarily determines respondent violated policy; student conduct proposes sanctions

OPHD preliminarily determines respondent did not violate policy

Stage 3 Opportunity to Contest

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 (in suspension/dismissal cases, respondent is presumed to contest unless they waive)

Either party or both parties contest the preliminary policy determination (in suspension/dismissal cases, respondent does not waive presumption)

Stage 4 Hearing

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

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 sanction

- Appeal

- Appeal officer decides

- Appeal

- Appeal officer decides

End

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

- Appeal

- Appeal officer decides

- Appeal

- Appeal officer decides

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 E for full procedural details