University of Michigan - Ann Arbor Campus

Complaint Handling Process Flowchart

Sexual Harassment Complaint
May Be Reported To One of These Offices

DPS
VP, Dean, Director, Dept Head, Supervisor

U-M Offices such as the Spectrum Center & CEW

OIE
Staff, UMHS, Academic HR
(Refers Complaints by Union Members Directly to Appropriate Process)

Dean of Students
(Refers Complaints Against Students Directly to Appropriate Process)

OSCR/Rackham
(Refers Complaints Against Students Directly to Appropriate Process)

Office of Institutional Equity
(Assesses Allegations and Determines Appropriate Next Step)

Complainant Belongs to a Union
Union Grievance Procedure**

Complaint is Against a Student
Investigation
(or Other Prompt, Effective and Fair Review)

OSCR/Rackham*
Determines Applicable Student Procedure

No Finding of Sexual Harassment
Matter is RESOLVED
May be Referred to Dept for Follow Up if Inappropriate Behavior Found.

Finding of Sexual Harassment
Dept Takes Corrective Action Reasonably Calculated to Stop Harassment

Respondent Accepts Corrective Action, Matter is RESOLVED.
As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

Respondent Grieves Corrective Action
(The Finding Cannot Be Grieved)

Matter is RESOLVED
Under Appropriate Grievance Procedure.
As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

* Complaints against students go directly to OSCR/Rackham or the appropriate professional school rather than to OIE. Complaints against students that are brought to OIE will be referred to the appropriate office.

** Complainants by union members go directly to the union grievance procedure rather than to OIE. OIE will refer such complaints to the appropriate union grievance procedure.
Flint - University Human Resources Assesses Allegations and Determines Appropriate Next Step

SSEM Determines Applicable Student Procedure

Investigation (or Other Effective and Fair Review)

Union Grievance Procedure**

Flint - University Human Resources

Matter is RESOLVED

Complaint is Against a Student

Complainant Belongs to a Union

No Finding of Sexual Harassment

Finding of Sexual Harassment

Dept Takes Corrective Action Reasonably Calculated to Stop Harassment

Respondent Accepts Corrective Action, Matter is RESOLVED. As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

Respondent Grieves Corrective Action (The Finding Cannot Be Grieved)

Matter is RESOLVED Under Appropriate Grievance Procedure

As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

May Be Reported To:

The Supervisor, Director or Department Head; Dean or the Vice Chancellor; University Human Resources

Complaints against Students may be forwarded directly to the Assistant Vice Chancellor for Student Services Enrollment Management

Sexual Harassment Complaint

Complaints by union members go directly to the union grievance procedure rather than to UHR. UHR will refer such complaints to the appropriate union grievance procedure.

University of Michigan - Flint Campus

Complaint Handling Process Flowchart

No Finding of Sexual Harassment

Matter is RESOLVED

May be Referred to Dept for Follow Up if Inappropriate Behavior Found

Finding of Sexual Harassment

Respondent Accepts Corrective Action, Matter is RESOLVED. As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

Respondent Grieves Corrective Action (The Finding Cannot Be Grieved)

Matter is RESOLVED Under Appropriate Grievance Procedure

As with any disciplinary matter, additional action may be taken to address other or continued inappropriate behavior.

Complainant Belongs to a Union

Complaints against Students may be forwarded directly to the Assistant Vice Chancellor for Student Services Enrollment Management

Complainant Belongs to a Union

Complaints by union members go directly to the union grievance procedure rather than to UHR. UHR will refer such complaints to the appropriate union grievance procedure.