Complainant's Interview
(informed of policy/process, provides details of allegations, asked about witnesses and other evidence)

Respondent's 1st Meeting
(informed of policy/process, provided information regarding allegations)

Respondent's 2nd Meeting
(responds to allegations, asked about witnesses and other evidence)

Witness Interviews
(relevant witnesses identified by C, R, other witnesses or OIE. Informed of policy/process)

Other Evidence Gathered & Reviewed
(provided by C, R, W or identified by OIE, such as social media, texts, emails, photographs, videos, etc.)

Preliminary Report sent to C and R for review, comments and questions
(contains all relevant evidence, including relevant portions of C, R and W statements and other evidence gathered)

C and R feedback reviewed, additional investigation as warranted

Additional Investigation Undertaken & Relevant Information Added to Preliminary Report

No Additional Investigation; No Relevant Information Added to Preliminary Report

Evidence does not support finding of policy violation or inappropriate behavior, matter closed

Policy violation or inappropriate behavior found. Referred to relevant administrator for responsive action

Any disciplinary action imposed may be grieved using applicable grievance process

*This process can be modified, as appropriate. In addition, the interviews and evidence gathering described above do not always occur in the order illustrated.*