

ACTUAL NOTICE
{May or may not come from a formal complaint.}

Assess Interim Suspension

Initial Remedial Actions

Assess Duty to Warn

Preliminary Investigation

Gatekeeper Determines No Reasonable Cause to Believe Policy Violated

Gatekeeper Determination there is Reasonable Cause to Believe Specific Policy Violated (and Which Ones)

Investigation Ends

Notice of Investigation

Investigation

Notice of Charge

Share Finding with Supervisor/Coordinator

Finding
{Based on a Preponderance of Evidence}

Opportunity to Resolve Through Informal Administrative Resolution

Investigator Presentation of Finding to Appropriate Administrator

No Hearing

Hearing

Reach Outcome by Preponderance of Evidence

No Violation

Violation

Share Finding with Supervisor/Coordinator

Share Outcome with Parties

Share Outcome with Parties

Sanction

Appeal

No Appeal

Share Final Outcome

Remedy Effects

Enforce Sanctions

Reassess Duty to Warn

