EOAA Investigative Process

Incident → Complaint Submitted

- Initial complaint review
- Contact complainant/reporter
- Provide additional resources/support

EOAA Jurisdiction?

If the conduct may involve Title IX Sexual Harassment or Title IX Gender Based Misconduct, click here.

Refer to appropriate resources for potential additional action or assistance.

Assign to investigator; substantive review, assess possible policy violations

Is alternative resolution an option? e.g., mediation

Request for a formal investigation.

Conduct formal investigation: Interview parties and witnesses. Draft investigative report. Issue findings

Explore alternative resolutions with parties.

Was there a policy violation?

NO

CLOSE CASE

YES

Right to appeal

Do both parties agree to informal resolution?

NO

Request for a formal investigation. Conduct formal investigation.

Conduct informal resolution (e.g., mediation)

YES

CLOSE CASE

Refer to sanctioning

Is complaint resolved?

NO

YES

CLOSE CASE