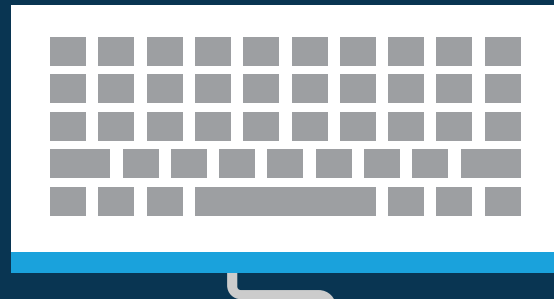


INVESTIGATIVE PROCESS



Incident



Complaint

Submitted



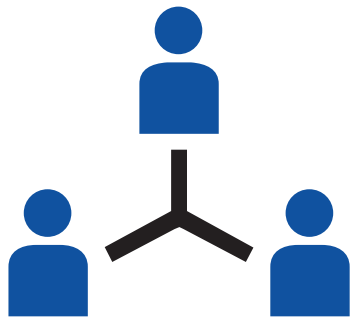
- Initial complaint review
- Contact complainant/reporter
- Provide additional resources/support



EOOA
Jurisdiction?

NO

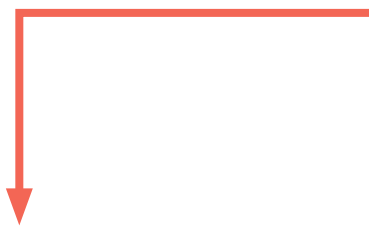
YES



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

NO

YES

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



Explore alternative resolutions with parties.



Was there a policy violation?

NO

YES

Close Case

Refer to
sanctioning



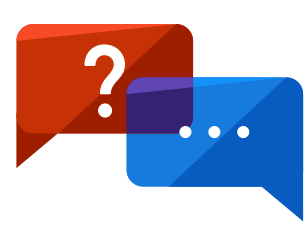
Right to appeal

NO

YES

Conduct formal
investigation

Conduct
informal resolution
(e.g., mediation)



NO

Is complaint
resolved?

YES



Close Case