

## What to Expect

### Complaint Filed

A complaint is made. EOA evaluates if reported concerns could be a violation of Non-Discrimination/Non-Harassment policy. If so, the case proceeds.

### Notifying the Respondent

The Respondent receives notification of complaint including description of reported behavior of concern, rights & responsibilities of parties, and invitation to meet with EOA to discuss the resolution process.

### Investigation

EOA investigator is assigned & begins investigation. They conduct interviews, gather evidence, and an investigation report is prepared.

### Decision

In most cases, the Investigator determines if, using a "Preponderance of Evidence" standard, Respondent violated policy. Parties are notified of the decision and have a limited right to appeal.

### Sanctions

Where Respondent is found to have violated policy, sanctions may be imposed. Student sanctions are determined by the Dean of Students Office. Employee sanctions are determined by supervisor, with input from senior leadership, and Human Resources.

### What are the benefits of choosing a Formal Resolution process?

The Formal Resolution Process includes an in-depth investigation. The Parties have the right to provide evidence to the Investigator, identify witnesses, and suggest questions to be asked of those involved. Cross-examination of the Parties (by their Advisor) occurs. Parties do not have to come to an agreement on final outcomes.

### Is a Formal Resolution process always an option?

If allegations reported would violate the Non-Discrimination & Non-Harassment policy standards, then the Formal Resolution pathway is available.

### Do the parties interact directly with one another?

Direct contact with the other party is not required. The EOA team works with parties to set boundaries that work best in each case.

### Can parties change to an Informal Resolution process?

Yes. Parties may request to switch to an Informal Resolution process at any point before the Formal Resolution process is completed. Information gathered during the Formal Resolution process may be used in an Informal Resolution process.

### Examples of sanctions a Respondent could face if found responsible for violating the Non-Discrimination/Non-Harassment policy:

Potential outcomes include no contact directives, educational intervention, or a mental health assessment.  
Student specific sanctions include: change of housing placement, limited access to campus spaces, loss of privileges, suspension, or expulsion.  
Employee specific sanctions include: a verbal warning, written reprimand or other negative performance appraisal, or termination of employment.