Office for the Prevention of Harassment and Discrimination
Complaint Resolution

OPHD assists with an Early Resolution.

Early Resolution options may include:
- Electing to resolve directly with the respondent at the request of the complainant
- Separating parties
- Referring parties to counseling resources
- Negotiating an agreement for disciplinary action
- Conducting targeted educational and training programs
- Issuing No Contact Directives
- Consulting with an appropriate administrator

OPHD receives a concern, report, question, complaint, request for advice or notification.

OPHD discusses policies and options for resolution with the reporting party.

OPHD recommends interim remedies which may include:
- Issuing No Contact Directives
- Changing a course section
- Reassigning housing
- Reassigning job
- Requesting deadline extensions
- Taking other appropriate action

If the alleged facts may be a violation of University policy, the complainant or OPHD initiates a Formal Investigation.

OPHD notifies the respondent and provides written summary of allegations.

OPHD interviews the complainant, respondent, and other witnesses to determine whether sufficient evidence of violation of University policy exists.

OPHD prepares a written report with findings.

OPHD sends the written report with findings to the Center for Student Conduct or an appropriate administrator.

Finding of a policy violation.

Sanctions and outcome.

No finding of a policy violation.

Complainant and respondent may request a copy of the written report from OPHD.

Complainants and Respondents may have appeal rights through applicable grievance or complaint procedures.