Students, faculty, staff, or third parties may report alleged violations of the Discrimination, Harassment, and Bias-Motivated Acts and Behavior policy to the Department of Cultural and Global Engagement (DCGE).

**Preliminary Review**

- Does the Complainant allege that the Respondent violated the University's policy on Discrimination?
  - Yes
    - Does the alleged conduct relate to sex or gender?
      - No
        - Case Closed. Matter must be addressed pursuant to the Title IX grievance procedures.
      - Yes
        - As alleged, does the conduct constitute a policy violation?
          - No
            - Case Closed. Matter may be referred to the Director of Multicultural Education for informal resolution or educational conversation.
          - Yes
            - Is the Complainant interested in an informal resolution?
              - No
                - A designated decision maker shall conduct a hearing. The officer must issue a finding and may issue sanctions, as necessary.
              - Yes
                - Investigation Begins: Notice letter will be sent to Respondent.

Complainant's Involvement ends. The University reserves the opportunity to move forward with an investigation as necessary to preserve the health and safety of the community. See: Investigation Begins

- Does the Complainant allege that the Respondent engaged in Bias-Motivated Acts or Behaviors?
  - Yes
    - Is the Complainant interested in participating in an investigation?
      - No
        - Matter is resolved. No additional action will be taken by the University.
      - Yes
        - An investigator will conduct an investigation and draft a report.