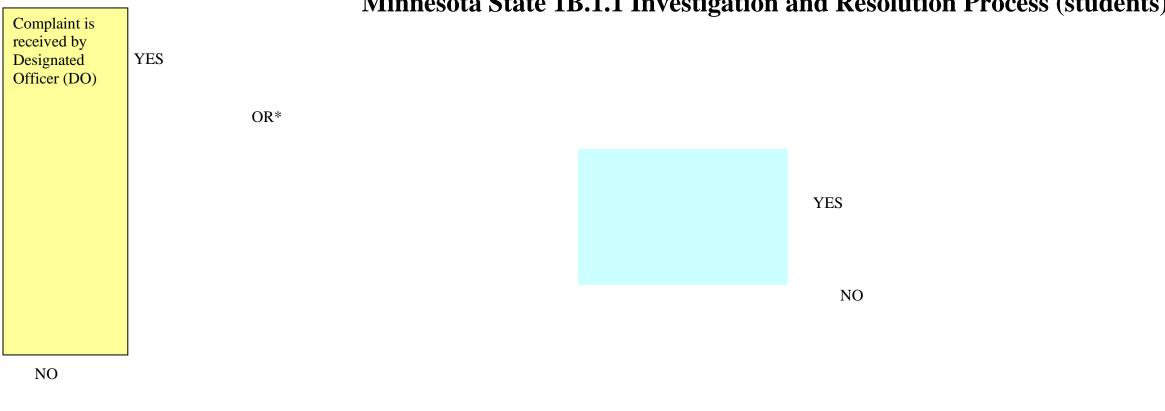
## **Minnesota State 1B.1.1 Investigation and Resolution Process (students)**



NO

YES

## **Minnesota State 1B.1.1 Investigation and Resolution Process (employees)**

Complaint is received by Designated Officer (DO)

DO reviews complaint, offers supportive measures, provides policy & procedure, and conducts inquiry

Complaint + basis to proceed?

NO

Refer to appropriate campus resources and possible alternative process(es) YES

Formal resolution process via Investigation

OR\*

Investigator
meets with
Complainant;
composes
summary of
allegations,
requests names
of witnesses,
and gathers
evidence

OR\*: During the process a matter considered

for informal resolution may move a Formal

Investigation and vice versa.

Investigator writes investigative report with allegations, responses, and findings of fact

DM determines if finding or no finding of 1B.1 policy violation; consults with General Counsel for decisions of findings; writes decision letters each for Complainant and Respondent

Both parties have right to appeal decision of findings within 10 days

Appeal submitted?

Case closes

NO YES

President (or DM appointed) review appeal

Notice to both parties; decision to uphold or modify finding,

□ Designated Officer□ Facilitator□ Investigator□ Decisionmaker

President