

Non-Sex or Gender Based Discrimination Investigation Policy

When a non-sex or gender based discrimination complaint is submitted to the University, we review the complaint and/or issue to decide if a formal investigation is warranted. If a formal investigation is warranted, we will take immediate action.

We investigate complaints by reviewing relevant documents, interviewing parties and witnesses, and examining other evidence available. While anonymity cannot be guaranteed, witnesses' identification will only be disclosed as necessary to complete the investigation and/or in consideration of due process implications.

The University will complete investigations in a prompt, fair, and impartial manner. The length of time it will take to complete an investigation will vary based on the complexity of the complaint and other factors such as witness and/or evidence availability. Our goal is to conduct a thorough investigation and resolve all complaints as efficiently and promptly as possible.

We use a "preponderance of evidence" standard for determining whether University policies against harassment and discrimination have been violated. This means that if the investigator finds it is more likely than not that the alleged misconduct occurred, the investigator will conclude that there was a violation of University policy, and will refer the findings to the appropriate University official(s) for adjudication determination.