

**MARKED VERSION:**

**Section II. F. Disciplinary Process/Procedures**

**II F 6. Investigation of Complaint or of Provost Concerns (page 37-38)**

If the provost determines that the allegations, if proved, state grounds for discipline, s/he shall, within ten (10) business days of such determination, initiate an investigation into the matter. The provost shall determine the appropriate investigative person/body, including, but not limited to

- a. Himself/Herself
- b. Vice provost, associate vice provost, or vice president
- c. Dean or department chair
- d. Compliance & Civil Rights (CCR)
- e. Human Resource Services
- f. A faculty committee appointed by Faculty Status Committee within ten (10) business days of receipt of the request from the provost and selected from among the members of the tenured faculty.

The provost shall generally cause the investigation to be completed within **thirty (30) calendar business days** of the date initiated. If it appears that the alleged violation will require that multiple witnesses be interviewed or will require an investigation that is otherwise substantial or complex, the provost shall cause the investigation to be completed within **one hundred twenty (120) calendar business days** of the date received. The provost shall notify the complainant and the accused faculty member if the investigation is expected to take longer than **thirty (30) calendar business days**.

The timelines may be extended by the provost at any time upon his/her determination that exigent circumstances exist, e.g. unavailability of witnesses or faculty, complexity of issues. Any extension of the timelines must be communicated in writing to the accused faculty member and the complainant. The provost may also of his/her own initiative, after learning of concerns regarding faculty conduct, initiate an investigation and pursue disciplinary action consistent with the other requirements of this policy.

For matters involving Title IX Sexual Harassment, as defined by EP#15, the Provost will rely on the investigation completed by Compliance and Civil Rights (CCR). For matters involving Title IX Sexual Harassment and other non-Title IX allegations, if further investigation is required by the Provost's Office, the complainant and respondent will be notified **10 business days in advance** of any meeting and will be provided the date, time, participants, and purpose of the meeting.

Any case reported to the dean that requires punishment or attendance at a class needs to be reported to the provost and academic vice president. The Provost's Office shall maintain a confidential file of all cases reported to a dean whose final determination involved punishment or mandatory attendance at a class. The purpose of this file is to ensure there is an adequate record of past infractions.

**CLEAN VERSION:**

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- e. Himself/Herself
- f. Vice provost, associate vice provost, or vice president
- g. Dean or department chair
- h. Compliance & Civil Rights (CCR)
- g. Human Resource Services
- h. A faculty committee appointed by Faculty Status Committee within ten (10) business days of receipt of the request from the provost and selected from among the members of the tenured faculty.

The provost shall generally cause the investigation to be completed within thirty (30) business days of the date initiated. If it appears that the alleged violation will require that multiple witnesses be interviewed or will require an investigation that is otherwise substantial or complex, the provost shall cause the investigation to be completed within one hundred twenty (120) business days of the date received. The provost shall notify the complainant and the accused faculty member if the investigation is expected to take longer than thirty (30) business days.

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