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- A. Policy to Prevent Discrimination, Harassment, and Retaliation
 - 1. Policy Statement

2. Community Standards and Respect for Others

Individuals impacted by discrimination or harassment may contact the Diversity Affairs Office to receive support, resources, and information even if they do not wish to move forward with the Complaint Resolution Process described in this policy.

3. Sexual Misconduct

Individuals impacted by sexual misconduct may contact the Law

vii. Uncivil Behavior

viii. Consequences of Violating this Policy

While the Diversity Affairs office will review anonymous reports, the

sources is significantly limited.

To make a report, please contact the Diversity Affairs Office:

d. Free Expression and Academic Freedom

Student Resource	Contact Information	Description
BisonCares		

Student and Employee Resource	Contact Information	Description
HELPNET		

2. Educational Training, Awareness, and Educational Programs

C. Discrimination, Harassment, and Retaliation Complaint Resolution Process

- 1. General Procedures
 - a. Introduction

e. Conflicts of Interest

f. Standard of Evidence

g. Advisor

- *c. Formal Resolution (Investigation)*
 - i. Notification to Parties

will notify the reporting party and respondent simultaneously of the opening of the investigation in writing

ii. Acceptance of Responsibility

• Preliminary Investigative Report:

• Investigation Outcome/ Findings of Policy Violations:

v. Sanctions

• Disproportionate Sanctions:

• Significant Procedural Error:

• New Information: