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Department of Investigation and Adjudication:

512-471-3701

If the Complaint or Report is not in writing, DIA will prepare a statement of what it understands the allegations to be and seek to obtain verification from the Complainant or Reporter.

If there is a finding of violation, the CIR will be provided to the appropriate discipline decision-makers for disciplinary determinations as follows:

- If the Respondent is a student, it will be referred to the Dean of Students for discipline decision, in accordance with University's student disciplinary procedures;
- If the Respondent is faculty, it will be referred to the Executive Vice President and Provost for discipline decision, in accordance with the University's policies for discipline and termination of faculty; and
- If the Respondent is staff, it will be referred to the Associate Vice President of Human Resources for discipline decision, in accordance with the University's policies for discipline and termination of staff.

The vice president, dean, or designee will inform the Parties, DIA, and the appropriate department head in writing of the decision.

As required by federal law, any disclosure of the findings and decision of the Office of the Dean of Students will be governed by the provisions of the Family Educational Rights and Privacy Act and other applicable law.

The Complainant(s) and the Respondent(s) may be accompanied by an advisor, who may be an attorney, to any meeting or interview with DIA. No advisor may examine witnesses or otherwise actively participate in a meeting or interview. An individual may only have one advisor present at a time.

During an initial review or formal investigation, the Complainant(s) and the Respondent(s) should provide DIA with all relevant evidence in their care, custody, or control. They should also identify any witnesses that they believe have Relevant information. Any witness list should include a summary of the information the witness can provide regarding the issues raised in the Complaint.

a. Any employee disciplined pursuant to this Policy, except faculty, teaching assistants, assistant instructors or members of the University of Texas Police Department (each of whom are subject to se3lneQ S d Provn blil

Questions regarding this policy should be directed to DIA.

Sources: Titles VI and VII of the Civil Rights Act of 1964, as amended; Age Discrimination in Employment Act of 1967, as amended; Age Discrimination

Appointments: (512) 471-4955

24-hour Nurse Advice Line: (512) 475-6877

Health Promotion Resource Center: (512) 475-8252

Emergencies: 911

Non-emergencies: (512) 471-4441, enter "9"

University Risk and Compliance Services

(512) 232-3992

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X. Related Information