

Complaint Process



Pre-Complaint Efforts at Resolution:

Any member of the University Community may confer informally with OCRIE about conduct that they suspect may be a violation of the Protocol. Even if an individual decides not to file a complaint, OCRIE may conclude it is necessary to investigate the matter.



Inquiry: When a University Community member brings a concern forward to OCRIE, OCRIE will take steps to review the report, including conducting interviews and the gathering of evidence.



Investigation: Should the matter not be resolved during the Inquiry phase, OCRIE will formally take steps to investigate a complaint, including conducting formal interviews and the gathering of evidence. OCRIE may conduct a joint investigation with the appropriate University office(s). Complainant(s) and Respondent(s) have the opportunity to review the facts of the Investigation before the Determination is issued.



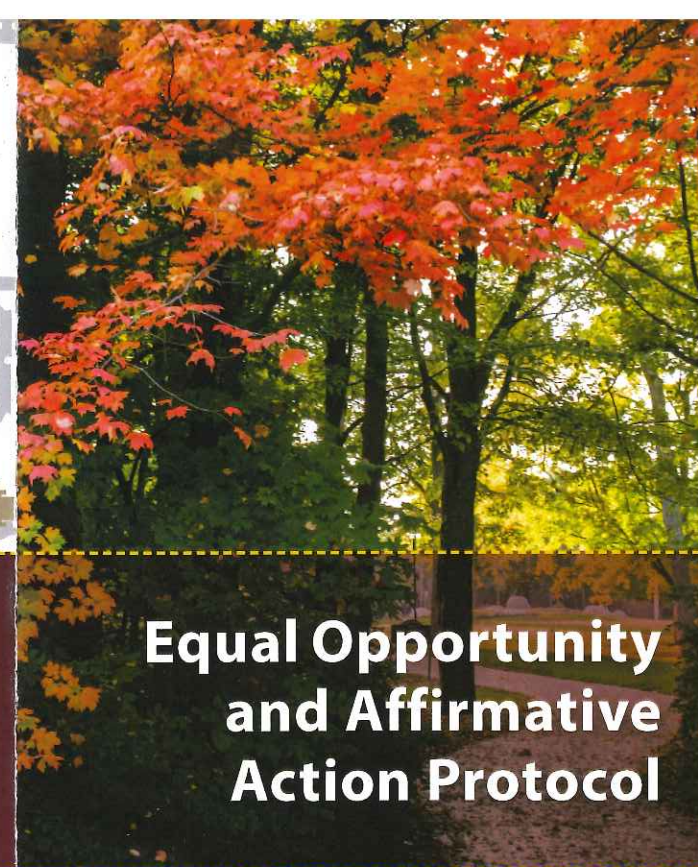
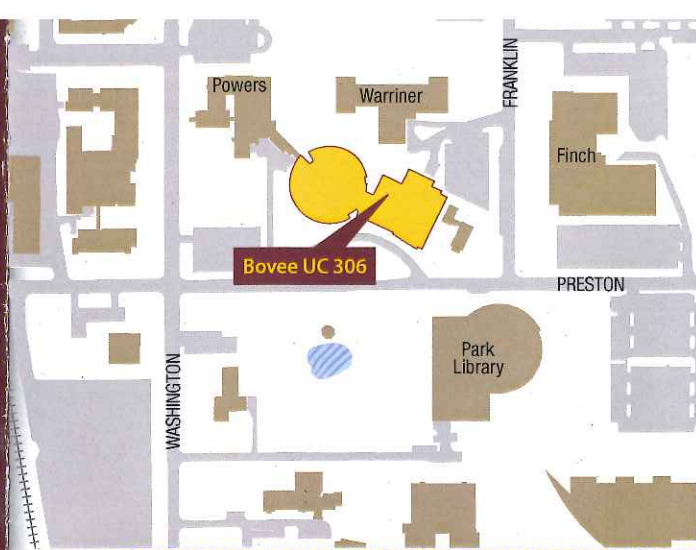
Determination: After the Investigation, if OCRIE has concluded that a violation has taken place, OCRIE shall report this Determination in writing to the Complainant(s), Respondent(s), and appropriate supervisory and disciplinary offices.



Sanctions: If a violation is found to have occurred, information will be forwarded to the proper sanctioning body to determine appropriate sanctions.



Appeal: An appeal of the Determination may be filed by either the Complainant(s) or Respondent(s) on the grounds of discovery of new information.



Equal Opportunity and Affirmative Action Protocol

To view the entire Equal Opportunity and Affirmative Action Protocol, please visit cmich.edu/ocrie



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cmich.edu/ocrie

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>), 18-273 MGX (500) 07/19

CMU
CENTRAL MICHIGAN
UNIVERSITY

Office of
Civil Rights &
Institutional
Equity

Who We Are

The Office of Civil Rights and Institutional Equity (OCRIE) receives and resolves complaints of discrimination, harassment, and sexual misconduct. Our office meets with students, faculty, and staff to navigate the University's Equal Opportunity and Affirmative Action Protocol and the University's Sexual Misconduct Policy. OCRIE also coordinates and monitors CMU's Affirmative Action and Equal Opportunity efforts to assure compliance with related federal and state laws. The Executive Director serves as the Affirmative Action Officer and Title IX Coordinator.

Training Opportunities

As part of the University's commitment to promote a safe and welcoming environment, OCRIE provides both in-person and online sexual misconduct and anti-harassment and discrimination training.

OCRIE provides online training for faculty and staff provides information to promote a space environment free of sexual misconduct, harassment, and discrimination.

OCRIE also provides training to CMU's students, faculty, and staff to promote a University-wide conversation on important issues relating to sexual misconduct, harassment, and discrimination.

Finally, OCRIE provides in-person training to students, faculty, and staff at orientations, various OCRIE sponsored events, and as scheduled by departments. Please contact OCRIE to schedule an in-person training.

Interim Measures

Support services, accommodations, and other interventions may be available as part of our process as determined by OCRIE. These measures will promote safety and aid in mitigating the effects of the alleged misconduct.

Possible interim measures include, but are not limited to: no contact orders, residential reassignments or removal, changes to employment assignments, changes to academic assignments, counseling, temporary suspension, or temporary delay of graduation or other academic progress.



Nondiscrimination Policy

The University's Equal Opportunity and Affirmative Action Protocol prohibits unlawful acts of discrimination or harassment on the basis of age, color, disability, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth, or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weigh by members of the University Community. Prohibited actions of discrimination and harassment include discrimination or harassment in employment, education, housing, public accommodations, public services, and telecommunications.

In addition, retaliation for participating in a protected activity is also expressly prohibited under CMU's Equal Opportunity and Affirmative Action Protocol.

Participants

The Complainant is defined as the individual that alleges a violation of the Protocol. The Respondent is defined as the individual who is alleged to have violated the Protocol.

Complainant and Respondent Rights

Each Complainant and Respondent has equal rights to:

- Have a support person of their choosing;
- Participate or decline to participate in the process;
- Consult with available resources;
- Be treated with sensitivity, dignity, and respect;
- Request interim measures;
- Be kept up-to-date on the status of the complaint;
- Not have irrelevant past sexual history discussed during this process.

General Principles

Violations of the Equal Opportunity and Affirmative Action Protocol must be established to the satisfaction and sole judgment of OCRIE, by a preponderance of the evidence; i.e., it is more likely than not that a violation occurred.

Individuals may also file complaint with appropriate federal and state agencies. A list of the most commonly contacted agencies can be found on OCRIE's website.

Privacy

Confidentiality is of the utmost importance to OCRIE. Information received by OCRIE may be disclosed in the following situations:

- To the extent provided by the Protocol;
- To the extent necessary to eliminate discriminatory conduct, complete an investigation, or to complete any resulting disciplinary hearing;
- To the extent required by law; or as a response to a subpoena, inquiry from a government agency, or an order of any court or administrative agency.