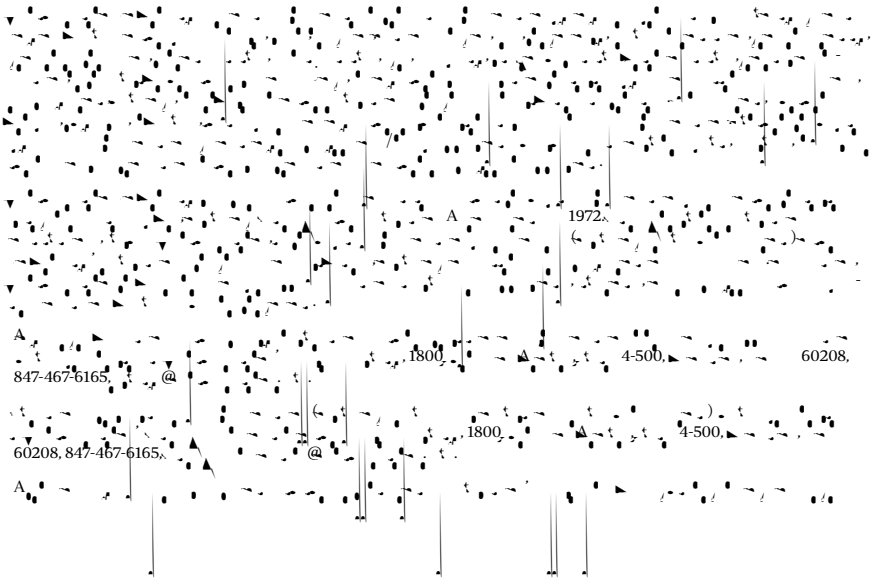


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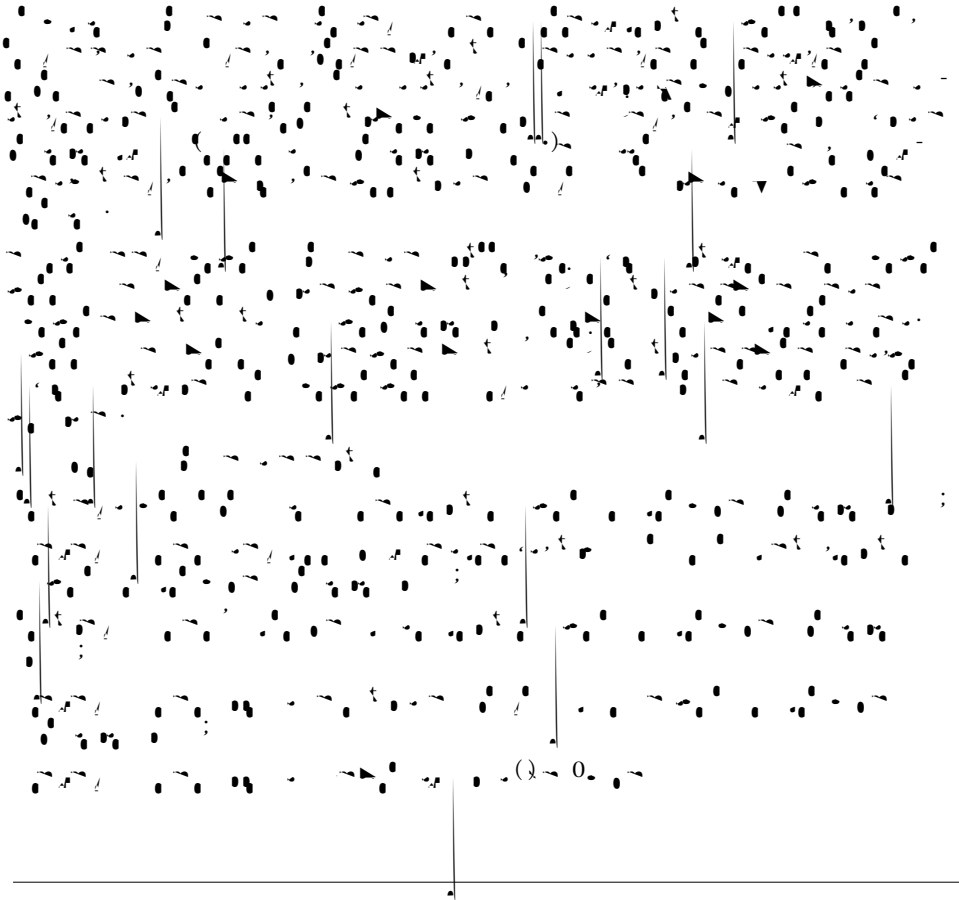
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# Office of Field Operations and Human Resources Complaint Re-Litigation Process \*

The Office of Field Operations and Human Resources (OFFO) receives a complaint from a member of the University of California (UC) system.

A OFFO staff member conducts the initial investigation and determines if the complaint is a de novo investigation.

The employee and the complainant meet with the staff member.

The employee meets with the staff member to discuss the complaint. The employee may request a meeting with the staff member to discuss the complaint. The University of California (UC) system may also request a meeting with the staff member to discuss the complaint.

The employee meets with the staff member to discuss the complaint. The University of California (UC) system may also request a meeting with the staff member to discuss the complaint.

The Office of Field Operations and Human Resources (OFFO) determines if the complaint is a de novo investigation.

When an investigation has been completed, the employee and the complainant meet with the staff member to discuss the complaint. The University of California (UC) system may also request a meeting with the staff member to discuss the complaint.

A OFFO staff member conducts the initial investigation and determines if the complaint is a de novo investigation. If the complaint is a de novo investigation, the staff member will conduct a de novo investigation.

The employee and the complainant meet with the staff member to discuss the complaint. The University of California (UC) system may also request a meeting with the staff member to discuss the complaint.

CONTINUE TO TOP OF PAGE 7

\* This is the process for matters falling under the Policy on Institutional Equity. For Title IX sexual harassment matters, please see the [Title IX Sexual Harassment Investigation Process](#).



Once the investigation is complete, the community relations department will provide all necessary information.

The community relations department will provide all necessary information to the affected parties, including the results of the investigation and any recommendations for improvement.

The investigation is completed, the community relations department will provide all necessary information to the affected parties, including the results of the investigation and any recommendations for improvement.

When a disciplinary action is recommended, the Office of Equity will provide all necessary information to the affected parties, including the results of the investigation and any recommendations for improvement.

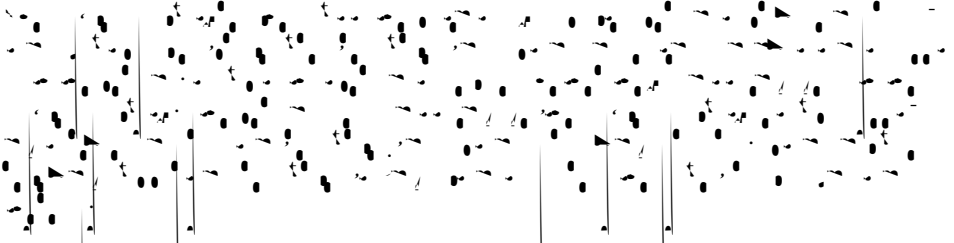
When a disciplinary action is recommended, the Office of Human Resources will provide all necessary information to the affected parties, including the results of the investigation and any recommendations for improvement.

When a disciplinary action is recommended, the faculty will provide all necessary information to the affected parties, including the results of the investigation and any recommendations for improvement.

All necessary information will be provided to the affected parties, including the results of the investigation and any recommendations for improvement.

This flowchart is intended to provide a general overview. A full explanation of the discrimination and harassment complaint resolution process can be found on the Office of Equity website: [northwestern.edu/equity/policies-procedures/policies](http://northwestern.edu/equity/policies-procedures/policies).

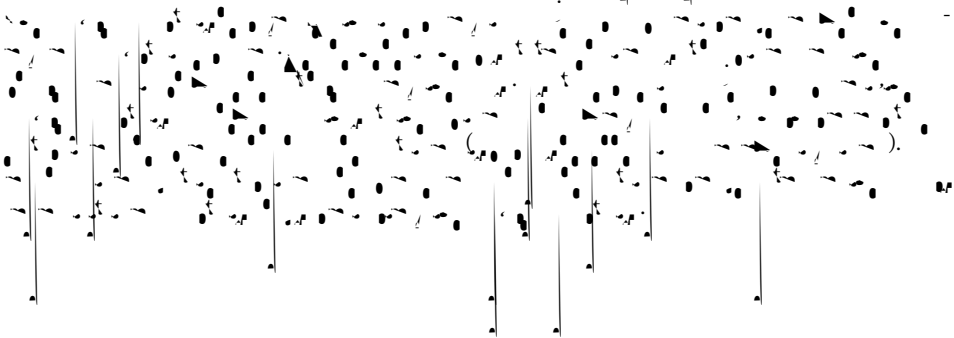
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The image shows a complex musical score with multiple staves. The notation is dense and includes various symbols such as notes, rests, and stems. A prominent marking '6 7' is visible in the middle-right section of the score. The overall appearance is that of a highly technical or experimental musical composition.



## O he e ce



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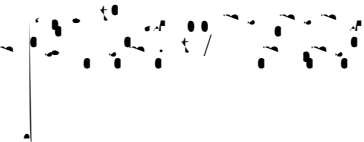


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Office of  
Equity, Diversity,  
and Inclusion

Fostering a culture of access, belonging, and accountability.