

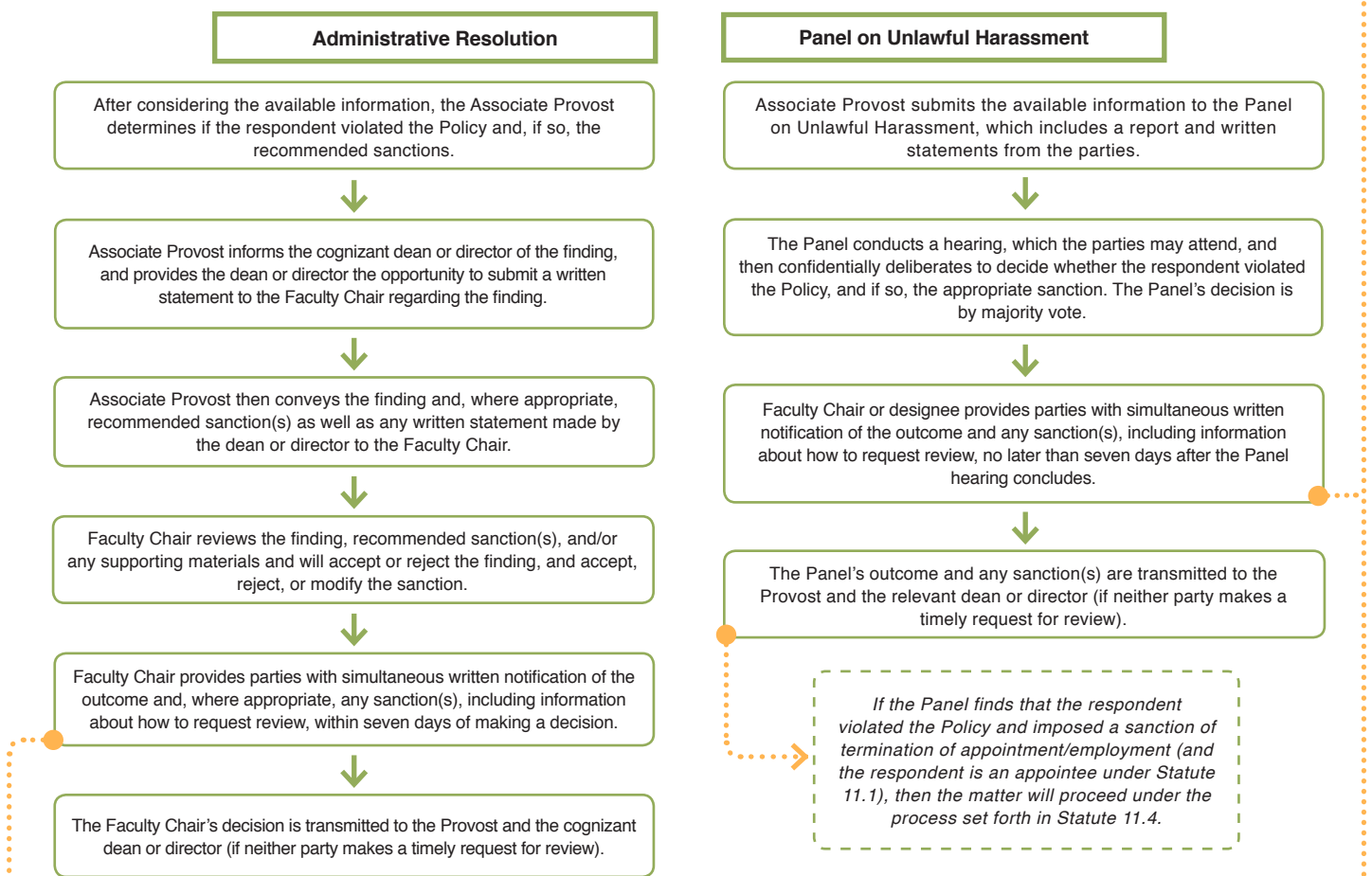
Process for Resolving Complaints Against Faculty, Other Academic Appointees, and Postdoctoral Researchers under the Policy on Harassment, Discrimination, and Sexual Misconduct

The full process description can be found at <https://provost.uchicago.edu/sites/default/files/InvestigationofComplaints.pdf>

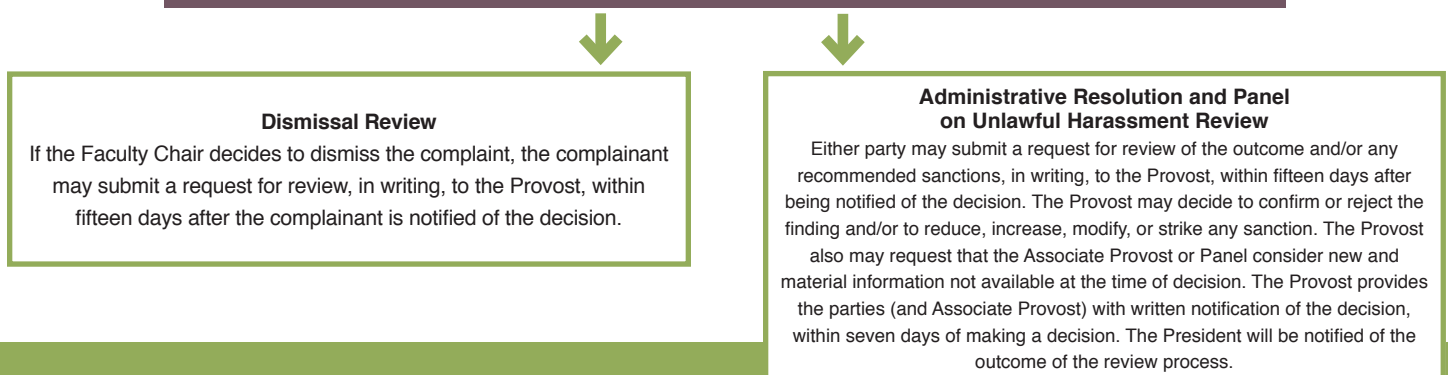
Filing a Complaint



Resolving a Complaint



Requesting Review of a Dismissal, Resolution, or Sanction



- The relevant Policy is the University’s Policy on Harassment, Discrimination, and Sexual Misconduct, <http://harassmentpolicy.uchicago.edu/page/policy>. A current list of the members of the Panel on Unlawful Harassment is available at https://www.uchicago.edu/about/boards_committees_and_councils/unlawful/.
- This overview summarizes the complaint resolution process in situations in which the complainant chooses to move forward with a formal complaint after filing a report with Equal Opportunity Programs (“EOP”). Reporting an incident to EOP is private, and does not mean that the person reporting their experience somehow loses control of the process. EOP is here to provide advice on options regarding anonymity, confidentiality, and University disciplinary processes.
- In limited circumstances, the University may have an institutional obligation to respond to a report of sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking. If a complainant asks that the University refrain from investigating, the investigator in consultation with the Title IX Coordinator for the University, will consider how to proceed, taking into account the complainant’s wishes, the University’s obligation to provide a safe and non-discriminatory environment, and the respondent’s right to have specific notice of the allegations and an opportunity to be heard if the University were to take action that affects them. If the Title IX Coordinator determines that the institution has an obligation to move forward, the complainant will be notified.
- The complainant and respondent have a right to a support person’s assistance throughout the process. This person’s role is limited to providing support, advice, guidance, and counsel.
- At the request of either party or the Associate Provost or Faculty Chair, the parties may elect to resolve the matter through a mediated process overseen by the Associate Provost. However, the complainant and respondent must voluntarily agree to mediation. Mediation is not an option, even on a voluntary basis, in matters involving allegations of sexual assault, dating violence, domestic violence, or stalking.
- In both the processes (Administrative Resolution and Panel on Unlawful Harassment), the decision-makers apply a preponderance of the evidence standard, meaning the decision-maker (e.g., Associate Provost, Faculty Chair, Panel), will decide whether, in consideration of all of the information before them, it is more likely than not that the respondent’s conduct violated the Policy.
- Requests for review only may be made on the basis of grounds recognized in the Policy (incorporating by reference the Process for the Investigation of Complaints Made Against Faculty, Other Academic Appointees, and Postdoctoral Researchers).
- Support and resources are always available to individuals who make a report or who are involved in the complaint resolution process. The Associate Provost or their designee will have a conversation with individuals who make a report or who are involved in the process regarding available support and resources.

RESOURCES

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THE UNIVERSITY OF
CHICAGO

Office of the Provost
Equal Opportunity Programs

A community of respect. A culture of consent. A network of support.

University of Chicago students, faculty, and staff cannot thrive unless each is accepted as an autonomous individual and treated without regard to characteristics irrelevant to participation in the life of the University. By addressing sexual misconduct and other forms of discrimination or harassment and ensuring accessibility, the Office of the Provost’s Equal Opportunity Programs supports UChicago community members as they strive for and uphold academic excellence.