Discrimination and Harassment Reporting Process





REPORT FILED

An individual files a report of discrimination or harassment and may receive support services if appropriate.



REPORT RECEIVED

The report is reviewed by staff in the Office of Institutional Equity and Diversity (OIED) and the Office of Equity Compliance and Reporting (OECR), and the appropriate office follows up with the reporting individual.



OUTREACH NOTICE SENT

If the matter is determined to constitute discrimination or harassment, OECR contacts the reporting individual and the harmed party (if they are different) named in the report.



ASSESSMENT CONDUCTED

OECR conducts an initial assessment to determine whether the allegations, if substantiated, violate Brown's Nondiscrimination & Anti-Harassment Policy.



OPTIONS TO RESOLVE

In the event the allegations—if substantiated—violate the policy, the harmed party may file a formal complaint and proceed through the formal investigation process or choose an informal resolution.

FORMAL INVESTIGATION

OECR assigns an investigator to investigate whether the accused person violated the policy.

FACT GATHERING

The investigator interviews the harmed party, accused party, and any witnesses, and reviews relevant evidence. Timelines vary based on the complexity of the case.

DETERMINATION

The investigator determines whether the accused party violated the policy, and, if so, recommends discipline.

APPEAL (if applicable)

DISCIPLINE (if applicable)

INFORMAL RESOLUTION

The harmed party and the accused party agree to resolve the complaint informally.

OECR determines and implements interim actions, as appropriate, throughout the process.

