## **OEA INVESTIGATION & REFERRAL PROCESS**

## 1. REVIEW

#### IS THIS AN OEA MATTER?

Does the report contain an allegation of discrimination?

#### **NO OEA MATTER**

Refer to other office(s) (as appropriate)





#### **OEA MATTER**

**Investigator Assigned - Process Continues** 

## **INFORMATION RELAYED TO OTHER OFFICES (as**

necessary)

- Employee and Labor Relations (LR)
- University Community Standards (UCS)
- University Police (UPD)
- Other (as appropriate)

**Implement Supportive Measures As Appropriate** 

## 5. REFERRAL

# CASES REFERRED WILL BE GOVERNED BY THE APPLICABLE AGREEMENT OR PROCESS

- Members of CSEA, CWA/GSEU, NYSCOPBA, NYSPIA, PEF and UUP please refer to your individual contract for the appeals process.
- Research Foundation (RF) Employees please contact West Campus Human Resources.
- M/C Employees please contact your Human Resources Services Department.
- Student Respondents should refer to the Code of Student Responsibility.

#### **OEA CLOSES CASE**

## 2. INTERVIEW

#### **COMPLAINANT INTERVIEWED**

by Title Investigator and/or SCCS and/or LR

## **Review Allegations**

- Review OEA Process and applicable Stony Brook University policies.
- Identify Relevant Witnesses and other relevant and available information.

## **Advised of Rights & Resources**

- On Campus Resources
- Prohibition of Retaliation

#### DOES COMPLAINANT WISH TO PROCEED?



NO

**OEA CLOSES CASE** 

## 3. INVESTIGATION

#### **COMPREHENSIVE INVESTIGATION**

- Respondent Interviewed.
- Identify and Interview any relevant Witnesses
- Identify and review other relevant and available information.
- Review OEA process and applicable University policies.
- All Available and Relevant Evidence Collected and Reviewed.
- Advised of Rights & Resources

## 4. DETERMINATION

#### **DETERMINE FINDINGS**

- All Relevant Witnesses Interviewed
- All Available and Relevant Evidence Collected and Reviewed

WAS THE ALLEGATION SUBSTANIATED?



NO 🔷

**OEA CLOSES CASE** 

#### **CASE REFERRED**

- Employee & Labor Relations Employee Respondent
- Student Conduct and Community Standards Student Respondent
- Other Office as Appropriate (such as UPD) Third Party Respondent

