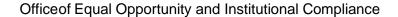


## Summary of Steps in the Stockton EEO Investigation Process

Who can file a complaint under Stockton's Policy Prohibiting Discrimination in the Workplace?

- x Any employee, including student workeinsterns, tempsand volunteers.
- x Any student filing a complaint against an employee of Stockton or against any other student worker.
- x Any applicant for employment, or other individual doing business with the University

Complaint filing process



## What's next?

The EEOnvestigator conducts a factinding investigation into the Complainant's allegations.

- x Respondents interviewed. Respondentmay bring a union representative to the interview if the Respondents a union member.
- x Respondentare not entitled to legalrepresentation administrative EE Coolicy investigations. However, at the discretion of the OEOIC Director, the University may permit the Respondent's attorney to attend the interview. In such cases, the Respondent's attorney may not answer questions, introduce questions, or disrupt the interview in any way. If the Respondent is permitted to bring Counsel, University Counsel may also attend.
- x Relevantwitnessesidentified by Complainant and Respondentare interviewed. Witnesses are not entitled to any representation by union or counsel.
- x Other necessary/relevant witnesses identified by the stigator are interviewed.
- x During interviews, any supporting evidence is gath**fred** ComplainantRespondentand witnesses.
- x Any other relevant documentary evidence is gathered.



## Office of Equal Opportunity and Institutional Compliance

## Other Considerations

x To protect the privacy interests of the parties and witnes**sbe**,integrity of the investigation, and to maintain a harmonious work environment, all parties and witnesses are asked to refrain from discussing the matter with (saa)-3.3 (l)-3.20f92 ( are)-1t(o)ipte-3.3 (h)-3.9 a7 (a)4 (c0f92 are)