



Office of Equal Opportunity and Institutional Compliance

## 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 workers, interns, temps and 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



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What's next?

The EEO Investigator conducts a fact-finding investigation into the Complainant's allegations.

- x Respondents interviewed. Respondent may bring a union representative to the interview if the Respondent is a union member.
- x Respondents are not entitled to legal representation in administrative EEO policy 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 Relevant witnesses identified by Complainant and Respondent are interviewed. Witnesses are not entitled to any representation by union or counsel.
- x Other necessary/relevant witnesses identified by the investigator are interviewed.
- x During interviews, any supporting evidence is gathered from Complainant, Respondent, and witnesses.
- x Any other relevant documentary evidence is gathered.



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Other Considerations

- x To protect the privacy interests of the parties and witnesses, the 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)