

POTENTIAL OUTCOMES FOR DIFFERENT OEO/AA RELATED PROCESSES¹

DOES NOT REQUIRE AN OEO/AA COMPLAINT	OEO/AA FORMAL COMPLAINT PROCESS	
<p align="center">Supportive Measures Non-disciplinary, non-punitive individualized services</p> <p align="center">Either party may pursue these measures individually without the participation of the other party²</p>	<p align="center">Informal Resolutions³ Mediated or facilitated discussions to resolve issues</p> <p align="center">Must be voluntary by all parties</p>	<p align="center">OEO/AA Investigations Resulting in a “Cause” Finding Possible at the completion of an OEO/AA Investigation and/or Hearing</p>
<ul style="list-style-type: none"> • No Contact Directives • Safety Plans • Training and Education <ul style="list-style-type: none"> ○ Can be for a group and/or an individual ○ Can be tailored to address specific conduct or generalized ○ Can tell the respondent to stop their behavior • Housing changes or adjusted work, school schedules to separate Complainant and Respondent: adjustments made by the party requesting Supportive Measures • Policy or procedure changes • Leaves of absence • Referrals to counseling, victim advocacy 	<ul style="list-style-type: none"> • Agreed upon adjustments to work or school schedules to separate Complainant and Respondent: either party may agree to assume adjustments as a part of the resolution process. • Voluntary Formal disciplinary action for Respondent (e.g., termination or other formal discipline, such as a written warning for an employee, suspension or dismissal for a student) • Agreed upon back pay or lost wages • Agreed upon Employment or Program Reinstatement • Agreed upon Removal of Formal Disciplinary Actions 	<p>Sanctions (applies to a Respondent):</p> <ul style="list-style-type: none"> • Formal disciplinary action (e.g., termination or other formal discipline for an employee, suspension or dismissal for a student) • Warnings or fines • Educational training • Referrals to counseling • See Interim Rule 1-012B(III)(J)(q) <p>Remedies (applies to a Complainant):</p> <ul style="list-style-type: none"> • Back pay, lost wages • Employment or Program Reinstatement • Removal of Formal Disciplinary Actions • Reimbursement of expenses related to harm caused by discriminatory conduct

¹ None of these outcomes are guaranteed. The potential outcomes are included under each category as a list of possibilities that may be considered as a part of each respective process.

² A “party” means an individual who is raising a complaint (“Complainant”) or is responding to allegations of a complaint (“Respondent”).

³ Informal Resolution may not be an option in some cases between students and employees. Talk to OEOAA for more information.