

Provost's Original Draft Policy on Sexual Harassment

AFPS determined:

- **Insufficient due process**
- **Potential for unfair hearing**

Mediation

Investigation by OEO
("informal" proceeding)

No Cause

Contested
Faculty + Acad. Freedom

New Investigation by AFPS
(high level of due process)

New Ruling

Contested
(all other)

Dean of college reviews evidence, determination, and sanctions

Uncontested

Dean of college impose sanctions