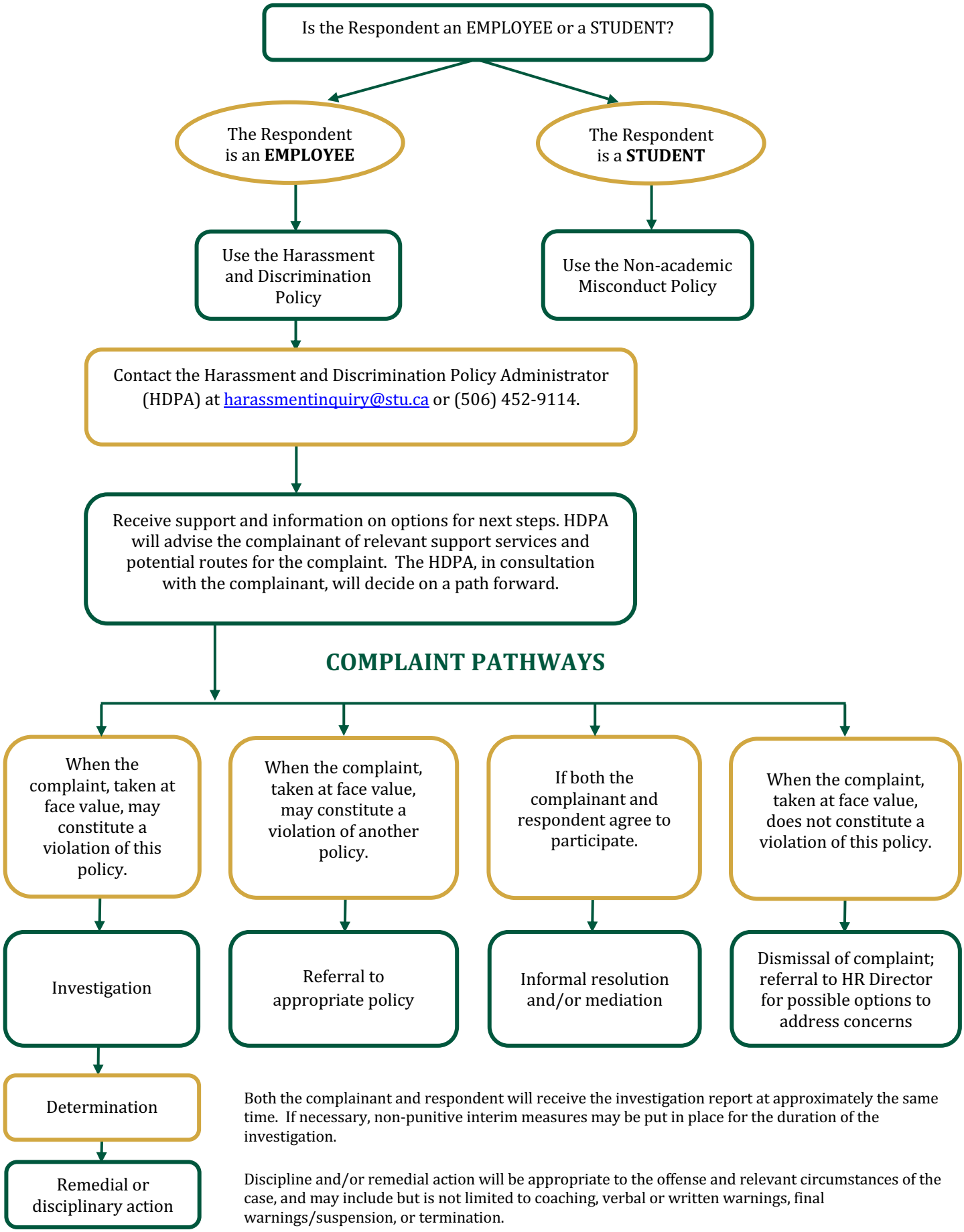
ST. THOMAS UNIVERSITY HARASSMENT AND DISCRIMINATION POLICY COMPLAINT PROCEDURE FLOWCHART



Both the complainant and respondent will receive the investigation report at approximately the same time. If necessary, non-punitive interim measures may be put in place for the duration of the investigation.

Discipline and/or remedial action will be appropriate to the offense and relevant circumstances of the case, and may include but is not limited to coaching, verbal or written warnings, final warnings/suspension, or termination.