UNIVERSITY OF CALIFORNIA
NON-FACULTY (NON-REPRESENTED) ACADEMIC PERSONNEL ADJUDICATION MODEL – PROCESS FLOW CHART

STAGE 1
Investigation and Findings

The following can be provided by the CARE advocate, licensed counselor, or other resource:
- On/Off campus resources
- Notice of rights
- Reporting options

Individual reports to Title IX or other Responsible Employee

Insufficient information to proceed
- END

Allegation received by Title IX Outreach and preliminary inquiry conducted

Alternative resolution; no formal investigation
- END

Formal investigation by Title IX under UC Policy on Sexual Violence and Sexual Harassment

Title IX report sent to respondent’s supervisor or other appropriate administrative authority and Chancellor’s designee; complainant and respondent can receive copy of report

Title IX report, applying preponderance of evidence standard, finds a violation of UC Policy on Sexual Violence and Sexual Harassment

Complainant and respondent have opportunity to submit written response

Supervisor or other appropriate administrative authority proposes course of action to Chancellor’s designee; forwards written responses if any

Chancellor’s designee does not approve the proposed action and sends back for new proposal

Chancellor’s designee, in consultation with Academic Personnel Office, determines whether to approve proposed action

Chancellor’s designee approves the proposed action

Appropriate administrative authority implements approved course of action

No further action; outcome communicated to complainant and respondent
- END

END

END

END

END

END

END

END

STAGE 2
Assessment and Consultation

Stage 0
Resources and Report

40 Business Days to Issue any Notice of Intent

60 Business Days for Investigation

STAGE 3
Corrective Action in Accordance with APM-150

Issues notice of intent to institute corrective action or dismissal

Respondent refuses informal resolution

Proposes informal resolution

Respondent accepts informal resolution; outcome communicated to complainant and respondent
- END

Following consideration of reply (if any), notice of action issued; outcome communicated to complainant and respondent

*Respondent may grieve decision pursuant to APM-140.

Support and interim measures available throughout the process. Respondent may be placed on investigatory leave at any time in accordance with APM-150.