CRCO Process Flow

CRCO reviews each incident report to identify whether the conduct reported could meet CRCO policy definitions. Those that do not may be referred to campus partners such as Human Resources, Student Conduct, etc.	1 For reports that are not referred to another office, CRCO's Civil Rights Intake Coordinators assess the report and reach out to provide supportive measures to impacted parties/ communities.	2 An incident report on its own does not initiate an investigation/informal resolution. These begin after a complaint form has been submitted by the Complainant or an CRCO Director.	3 A Civil Rights Investigator gathers evidence, contacts witnesses, & conducts interviews. Evidence will be outlined in a report and shared with parties to review and respond.	4 The Investigative report typically includes a finding. But, in Title IX cases and cases involving a student respondent, a Resolutions officer will conduct a hearing and make a finding based on the evidence.	5 If the Respondent is found responsible sanctions may be issued, Employees' sanctions will be determined by OHR or the .04 Sanctioning Committee.
Assessment	Supportive Measures	Complaint Form	Investigation	Finding	Sanction
Assessment and Outreach			Investigation/Fact	Finding	Outcomes
Based on the information submitted to CRCO, we may refer the matter or provide supportive measures and options for resolution. CRCO resolution options include non-punitive education OR, if a complaint form is submitted, an investigation or informal resolution.			CRCO Investigators and Resolutions Officers gather, review, and assess evidence to come to a finding. A report or outcome letter are the output of this stage. Timelines and steps are in <u>CRCO Process</u> <u>Standards</u>		Aggravating and mitigating factors will be weighed as an appropriate sanction is determined.

