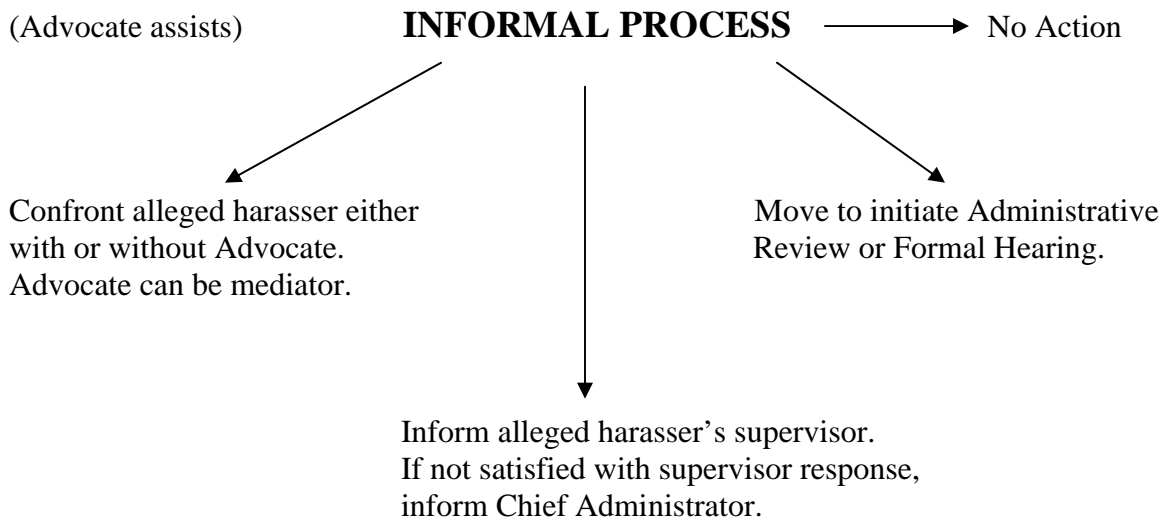
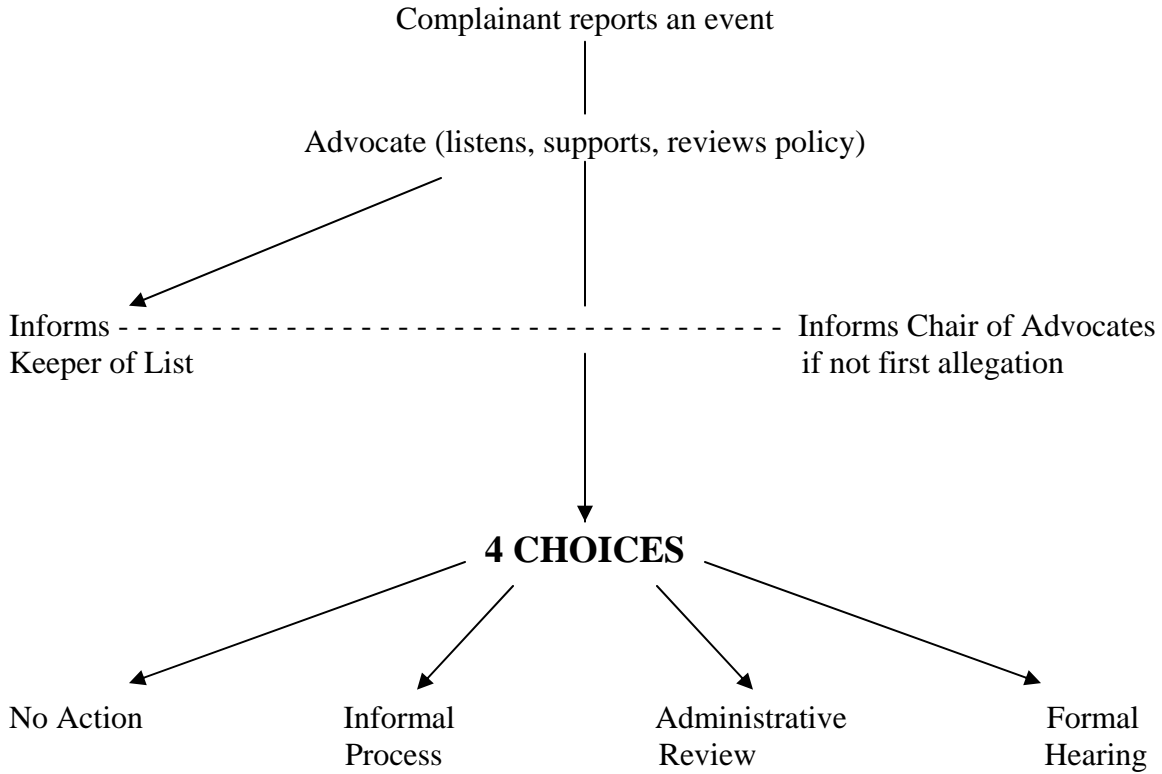


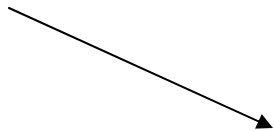
# SEXUAL HARASSMENT GRIEVANCE PROCEDURES



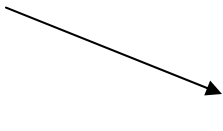
## ADMINISTRATIVE REVIEW

### Advocate

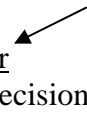
Obtains written statement and informs Chief Administrator.



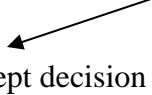
Chief Administrator (Informs Policy Educator)  
Meets with Complainant  
Informs and meets with alleged harasser  
Convenes Admin. Review Committee



Administrative Review Committee  
Meets with each parties  
Makes guilty or not guilty decision  
Informs Chief Administrator



Chief Administrator  
Final disciplinary decision  
Inform parties



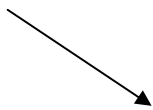
Both Parties  
Appeal or accept decision

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## FORMAL HEARING

### Advocate

Obtains written Statement and informs Complaint Coordinator.



Complaint Coordinator  
Informs Chief Administrator  
Meets with complainant  
Meets & informs alleged harasser  
Appoints Hearing Committee



Hearing Committee  
Meets with both parties  
Makes decision of guilt  
Informs Chief Administrator



Chief Administrator  
Final disciplinary decision  
Inform parties



Both Parties  
Appeal or accept decision