Minnesota State 1B.1.1 Investigation and Resolution Process Complaint is DO determines received by resolution option: DM determines if Designated YES . Investigative Report provided to DM; notice Trained Informal or Formal Officer (DO) sent to Complainant and Respondent: report finding or no finding Decisionmaker (DM) completed, DM appointed, and tentative of 1B.1 policy appointed ▲ OR* violation: consults DO reviews timeline for decision with General Counsel complaint, Informal or Formal resolution for decisions of offers Both parties have Alternative process via Investigation findings; writes President (or DM appointed) supportive right to appeal Resolution decision letters each measures, review appeal decision of YES for Complainant and provides policy findings within 10 Respondent & procedure, Notice to both parties; days **Trained Investigator** and conducts decision to uphold assigned inquiry or modify finding Appeal submitted? Employees NO Complaint + Investigator meets with Students Investigator basis to Employee Respondent may Respondent; offers meets with proceed? opportunity for verbal grieve discipline via President makes Complainant; Case closes applicable grievance and written responses to final decision composes NO procedure (Collective allegations, requests summary of **Bargained Agreement**) names of witnesses, and allegations, Refer to gathers evidence requests names NO appropriate Suspension is put in place pending outcome. of witnesses. Student Respondent suspended for campus and gathers 10+ days have a right to Chapter resources and evidence 14 Administrative Law Judge Chapter 14 hearing process commences possible Investigator meets with (Assistant Attorney General assigned; hearing to contest decision. YES alternative Witnesses; summarizes Complainant, Investigator, Witnesses serve as process(es) responses and gathers Witnesses; Administrative Law Judge writes a Respondent contests decision, evidence requests Chapter 14 hearing? recommendation to President) Facilitator Designated Officer OR*: During the process a matter considered Investigator writes investigative report for informal resolution may move to a Formal Decisionmaker ☐ Investigator with allegations, responses, and Investigation and vice versa. findings of fact President ☐ Administrative Law Judge REV. 08/2023

Minnesota State 1B.1.1 Investigation and Resolution Process (students) Complaint is DO determines received by resolution option: Designated YES . Investigative Report provided to DM; notice DM determines if Trained Informal or Formal Officer (DO) sent to Complainant and Respondent: report finding or no finding Decisionmaker (DM) completed, DM appointed, and tentative of 1B.1 policy appointed ▲ OR* violation: consults DO reviews timeline for decision with General Counsel complaint, Informal or Formal resolution offers for decisions of Both parties have Alternative process via Investigation President (or DM findings; writes supportive right to appeal Resolution decision letters each measures, appointed) review appeal decision of YES for Complainant and provides policy findings within 10 Respondent with & procedure, Notice to both parties; days **Trained Investigator** and conducts decision to uphold or recommendations for assigned inquiry modify finding, outcome outcome(s) Appeal submitted? NO Complaint + Investigator meets with Investigator basis to Respondent; offers meets with proceed? Case closes; any outcomes opportunity for verbal President makes Complainant; monitored for completion by and written responses to composes final decision NO **Student Respondents** appropriate authority allegations, requests summary of suspended for 10+ days names of witnesses, and allegations, have a right to Chapter 14 Refer to gathers evidence requests names Administrative Law Judge NO appropriate of witnesses. Suspension is put in place pending outcome. hearing to contest campus and gathers decision. resources and evidence Chapter 14 hearing process commences possible Investigator meets with (Assistant Attorney General assigned; Respondent contests YES alternative Witnesses; summarizes Complainant, Investigator, Witnesses serve as decision, requests Chapter process(es) responses and gathers Witnesses; Administrative Law Judge writes a 14 hearing? evidence recommendation to President) Facilitator Designated Officer OR*: During the process a matter considered Investigator writes investigative report for informal resolution may move to a Formal Decisionmaker ☐ Investigator with allegations, responses, and Investigation and vice versa. findings of fact President ☐ Administrative Law Judge REV. 08/2023

Minnesota State 1B.1.1 Investigation and Resolution Process (employees) Complaint is DO determines received by resolution option: Designated YES Investigative Report provided to DM; notice Trained Informal or Formal Officer (DO) sent to Complainant and Respondent: report Decisionmaker (DM) completed, DM appointed, and tentative appointed ▲ OR* timeline for decision DO reviews complaint, Formal resolution Informal or offers Alternative process via Investigation supportive DM determines if finding or no finding of 1B.1 policy violation; Resolution measures, consults with General Counsel for decisions of findings; writes provides policy decision letters each for Complainant and Respondent & procedure, **Trained Investigator** and conducts assigned inquiry Employee Respondent may Both parties have right to appeal Complaint + Investigator meets with grieve discipline via applicable decision of findings within 10 days Investigator basis to Respondent; offers grievance procedure (Collective meets with proceed? opportunity for verbal Bargained Agreement) Appeal submitted? Complainant; and written responses to composes NO allegations, requests summary of names of witnesses, and allegations, President (or DM Refer to NO YES gathers evidence requests names Case closes appointed) review appropriate of witnesses. appeal campus and gathers resources and evidence Notice to both parties; possible Investigator meets with President makes decision to uphold or alternative Witnesses; summarizes final decision modify finding, process(es) responses and gathers evidence Facilitator Designated Officer OR*: During the process a matter considered Investigator writes investigative report for informal resolution may move to a Formal Decisionmaker ☐ Investigator with allegations, responses, and Investigation and vice versa. findings of fact President REV. 08/2023