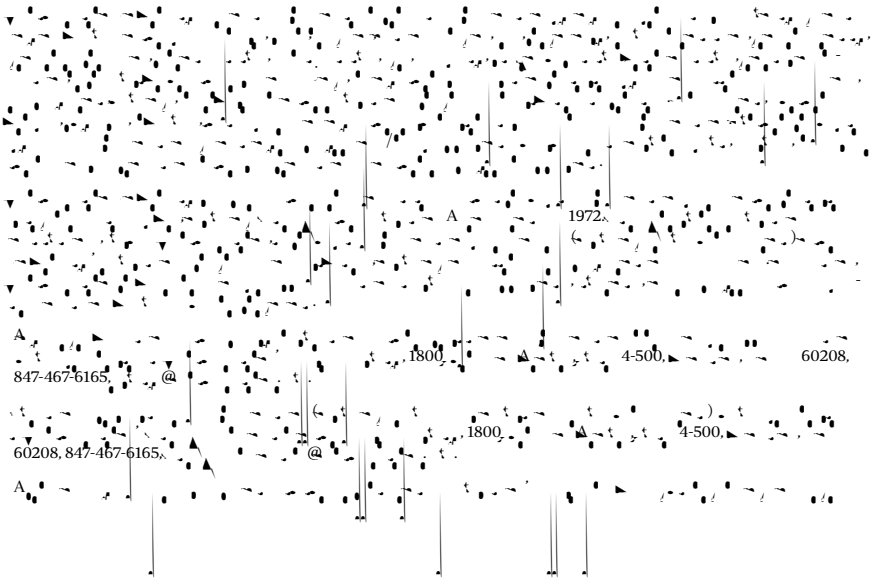
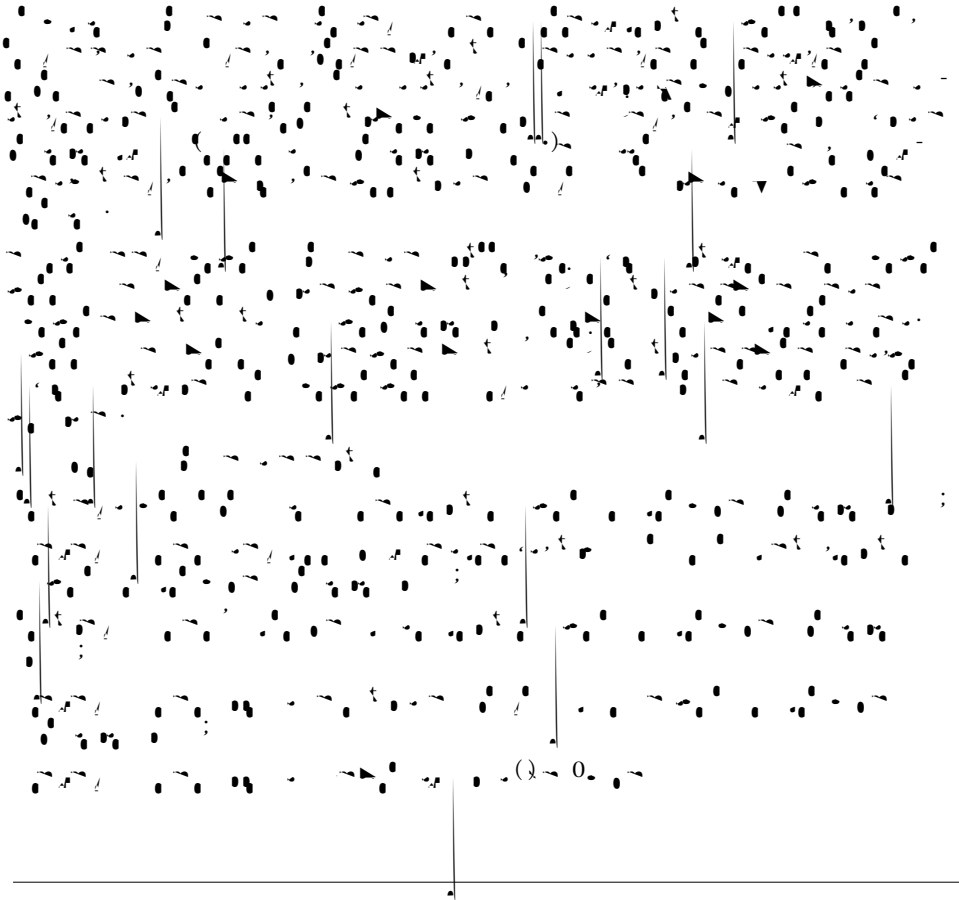


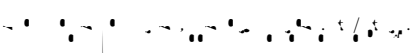
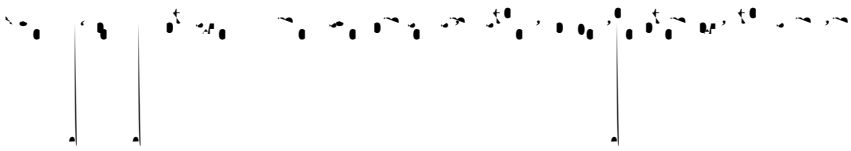
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Office of Field Operations and Human Resources Complaint Re-Litigation Process *

The Office of Field Operations and Human Resources (OFFO) receives a complaint from a field employee.

A OFFO staff member conducts the initial investigation and determines if the complaint is substantiated.

The employee and the staff member discuss the findings.

The employee meets with the staff member to discuss the findings. The employee may request a meeting with the staff member to discuss the findings.

The employee may request a meeting with the staff member to discuss the findings. The University will provide a hearing if requested.

The Office of Field Operations and Human Resources (OFFO) will conduct a final investigation.

When an investigation has been completed, the employee will be notified of the findings. The employee may request a meeting with the staff member to discuss the findings.

A OFFO staff member conducts the investigation and determines if the complaint is substantiated. If the complaint is substantiated, the employee may request a meeting with the staff member to discuss the findings.

The employee may request a meeting with the staff member to discuss the findings. The University will provide a hearing if requested.

CONTINUE TO TOP OF PAGE 7

* This is the process for matters falling under the Policy on Institutional Equity. For Title IX sexual harassment matters, please see the [Title IX Sexual Harassment Process](#).

Once the investigation is complete, the community relations department will provide a written report to the appropriate administrative body.

The community relations department will provide a written report to the appropriate administrative body. The report will include a summary of the investigation, the findings, and the recommended actions. The community relations department will also provide feedback to the complainant.

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When a disciplinary action is recommended, the Office of Equity will provide a written report to the appropriate administrative body. The report will include a summary of the investigation, the findings, and the recommended actions. The community relations department will also provide feedback to the complainant.

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This flowchart is intended to provide a general overview. A full explanation of the discrimination and harassment complaint resolution process can be found on the Office of Equity website: northwestern.edu/equity/policies-procedures/policies.

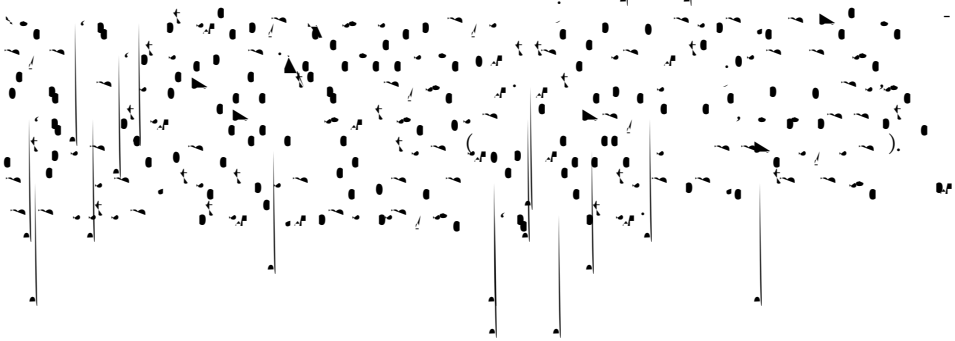
Wha ha e _ he _ he Of ce f E _ i _ ecei e a e _ f beha i _ ha migh
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D I ha e _ make a c m lai _ ge hel ?



Wha ha e _ if l _ a _ make a c m lai _ ?



Wha d e a i e _ i g a . i l k l i k e ?

The image shows a complex musical score with multiple staves. The notation is dense and includes various symbols such as notes, rests, and vertical lines. A prominent marking '6 7' is visible in the middle-right section of the score. The overall appearance is that of a highly technical or experimental musical composition.

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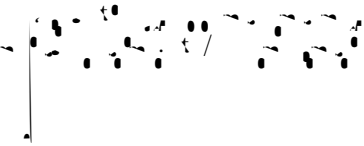


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Equity, Diversity,
and Inclusion

Fostering a culture of access, belonging, and accountability.