GAC Procedures

GAC

INQUIRER/GRIEVANT/COMPLAINANT

Academic Senate Office (Analyst gathers info)

Analyst consults with GAC Chair

Assigned GAC Counselor and meeting scheduled

Interviews Person

Advises on possible paths: grievance and/or charge or other attempts at resolution

Information Packets sent and forms completed
Inquirer (Grievant/Complainant)

Privilege & Tenure (P&T)
- Prima Facie
  1. Reading of the case
  2. Complainant invited to speak to the committee

Sufficient Reasoning
- No Sufficient Reasoning

Charges
- Formal Complaint: Violation of the Faculty Code of Conduct

INVESTIGATION/FACTFINDING:
  Investigation by:
  1. Charges
  2. Title IX (SHSV; gender discrimination)
  3. EDI Office
  4. Research Compliance Office

Charges reviews the evidence/factfinder’s report

Recommends to VC: Probable Cause
- Recommends to VC: No Probable Cause

Vice Chancellor, Tries to Mediate

CASE DISMISSED

Vice Chancellor, Tries to Mediate

Determines the maximum sanction for the case.
- Censure
- Demotion
- Termination

VC decides against recommendation:
Rules Probable cause

CASE DISMISSED OR

Probable Cause - Formal Charge filed to P&T

P&T – Formal Hearing

Grievance Advisory Committee (GAC)

INVESTIGATION/FACTFINDING:
Recommends to VC: No Probable Cause

At any phase, relevant committees may attempt a resolution of the issue(s).