UNIVERSITY OF CALIFORNIA
SENATE FACULTY ADJUDICATION MODEL – PROCESS FLOW CHART

Stages and Flow of Process:

1. **Stage 0: Resource and Report**
   - Allegation received by Title IX
   - Outreach and preliminary inquiry conducted
   - Chancellor/designee makes determination

2. **Stage 1: Investigation and Findings**
   - Insufficient information to proceed
   - Allegation received by Title IX
     - Outreach and preliminary inquiry conducted
     - Alternative resolution; no formal investigation
     - Formal investigation by Title IX under UC Policy on Sexual Violence and Sexual Harassment; Title IX informs Chancellor

3. **Stage 2: Assessment and Consultation**
   - Title IX report, applying preponderance of evidence standard, finds a violation of UC Policy on Sexual Violence and Sexual Harassment, which establishes probable cause under APM-015
   - Complainant and respondent have opportunity to submit written response and/or request meeting with the Chancellor/designee
   - Chancellor/designee engages Peer Review Committee to advise on discipline or other actions to resolve

4. **Stage 3: Disciplinary Sanctions in Accordance with APM-016**
   - Notice of charges with proposed discipline filed with Senate Privilege & Tenure Committee
   - Following hearing, Privilege & Tenure Committee makes recommendation to Chancellor regarding discipline
   - Chancellor/designee makes determination
   - Respondent refuses early resolution
   - Proposes early resolution, which may include discipline and other measures
   - No formal discipline; outcome communicated to complainant and respondent
   - Respondent accepts early resolution; outcome communicated to complainant and respondent
   - Following hearing, Privilege & Tenure Committee makes recommendation to Chancellor regarding discipline
   - Chancellor makes final decision; outcome communicated to complainant and respondent

Additional Information:

- The following can be provided by the CARE advocate, licensed counselor, or other resource: On/Off campus resources, Notice of rights, Reporting options
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**Note:**
- Support and interim measures are available throughout the process.
- Respondent may be placed on involuntary leave at any time in accordance with APM-016.
- Notice of any proposed disciplinary action must be delivered no later than three years after the Chancellor is deemed to have known about the alleged violation.

*See APM-016 regarding dismissal of faculty respondent with tenure or security of employment.