OIE INVESTIGATIONS: WHAT TO EXPECT

INTAKE
OIE discusses concerns with inquirer, including providing information about OIE's jurisdiction, formal complaint processes, and other campus resources. OIE also considers whether immediate interim actions or the involvement of other University offices is warranted.

SCREENING
Once OIE receives a complaint, the first step is to determine whether OIE has jurisdiction to investigate - is unlawful discrimination, harassment, or retaliation based on protected characteristics (age, race, sex, etc.) or prior protected activity (making a prior complaint of discrimination) alleged?

NO JURISDICTION
OIE does not conduct a full investigation when claims do not allege discrimination, harassment or retaliation based on protected classifications or prior protected activity. Complaints not in OIE’s jurisdiction may be referred to appropriate University offices, and involved parties are advised of the referral.

YES JURISDICTION:
INVESTIGATION
If OIE has jurisdiction (complaint allegations include violation of discrimination and harassment policies related to complainant's protected classification(s) or retaliation), OIE will:
• Interview parties and witnesses determined to have relevant information
• Obtain and review relevant documents
• Pursue relevant leads that arise during course of the investigation
• Typically completes Investigations within 90 days

FINDINGS & RECOMMENDATIONS
OIE's Findings discuss whether the investigation revealed a violation of University policies as alleged by complainant. In some cases, findings also recommend remedial actions. The analysis relies on an examination of the facts under the framework set by state and federal anti-discrimination laws. State regulations additionally require that OIE's written Findings and Recommendations be provided to the University President.

YES JURISDICTION:
MERIT REVIEW
If OIE has jurisdiction (complaint allegations include violation of discrimination and harassment policies related to complainant's protected classification(s) or retaliation) but the allegations, even if all accepted as true, will not support a violation of University policy, OIE will:
• Interview party making the complaint
• Provide the complainant with a report analyzing the complaint provided to OIE

NO JURISDICTION
Merit Review
OIE may refer to Labor Relations, managers or other University offices for follow-up

NO VIOLATION
• Case closed subject to 14-day request for review period

UConn UNIVERSITY OF CONNECTICUT
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