

PROCESS FLOW:
Discrimination &
Harassment
Prevention

OFFENDING BEHAVIOUR OCCURS:
Is it Discrimination/Harassment or Conflict? (See Guide to Conflict Resolution at BU)

Discrimination/Harassment

Complainant Completes **Complaint Form** & submits to DHRA

DHRA conducts preliminary assessment : *If proven, do the allegations constitute Discrimination/Harassment?*

YES

DHRA initiates investigation procedures

Investigator produces Report of Findings: *Was the Discrimination and Harassment Policy Breached?*

YES

Administrator(s) receive Report of Findings : What remedial/disciplinary steps are indicated?.

Administrator(s) meet separately with complainant & respondent : What are results of investigation? What disciplinary/ remedial action?

Administrators implement disciplinary/ remedial action and **monitor situation.**

Conflict

See **Guide to Conflict Resolution at BU**

Behaviour stops/changes

YES

Issue resolved

NO

NO

NO

Administrator(s) receive Report of Findings : What corrective actions are indicated?

Administrators implement corrective action and/or **monitor situation.**

