The Investigative Process for Complaints of Alleged Discrimination and Sexual Misconduct

**The Preponderance of Evidence Standard**

The Institutional Equity Specialist will base its findings on the “preponderance of evidence” standard. Under this standard, individuals are presumed not to have engaged in the alleged conduct unless a “preponderance of evidence” supports a finding that the conduct occurred. This “preponderance of evidence” standard requires that the evidence supporting each finding be more convincing that the evidence offered in opposition to it.

For more information, contact the Institutional Equity Specialist, Kirstie Stroble, at 810-237-6517.