UNIVERSITY OF MICHIGAN-FLINT

Student Investigation Process

NOTE: If Adaptable Resolution is chosen by the parties, the investigation process does not apply. The Interviews and evidence gathering described below do not always occur in the order illustrated.

CLAIMANT'S INTERVIEW
(Informed of policy/process, provides details of allegations, asked about witnesses and other evidence)
- Claimant is sent statement for review, comments and questions
- Claimant feedback reviewed/relevant incorporated

RESPONDENT'S 1st MEETING
(Informed of policy/process, provided information regarding allegations)
- Respondent is sent statement for review, comments and questions
- Respondent feedback reviewed/relevant incorporated

RESPONDENT'S 2nd MEETING
(Responds to allegations, asked about witnesses and other evidence)
- Witness is sent statement for review and comment
- Witness reviewed reviewed/relevant incorporated

WITNESS INTERVIEWS
(Relevant witnesses identified by C, R, other witnesses or the IES. Informed of policy/process)
- Witness reviewed reviewed/relevant incorporated

Other Evidence Gathered & Reviewed
(Provided by C, R, W or identified by IES, such as social media, texts, emails, photographs, videos, etc.)
- C and R feedback reviewed, additional investigation as warranted

Preliminary Report sent to C and R for review, comments and questions (contains all relevant evidence, including relevant portions of C, R, and W statements and other evidence gathered)
- After C & R Review -- If Additional Investigation Undertaken -- Relevant Information Added to Preliminary Report
- After C & R Review -- If No Additional Investigation -- No Relevant Information Added to Preliminary Report
- REPORT ISSUED TO PARTIES along with next steps

HEARING
A hearing will be conducted by a hearing officer. A decision will be made by the hearing officer.

SANCTIONING
If a preponderance of evidence is found, Respondent will be sanctioned by the sanctioning agent

APPEAL
Appeal to External Reviewer/Accepted or Modified by VC of Student Affairs

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