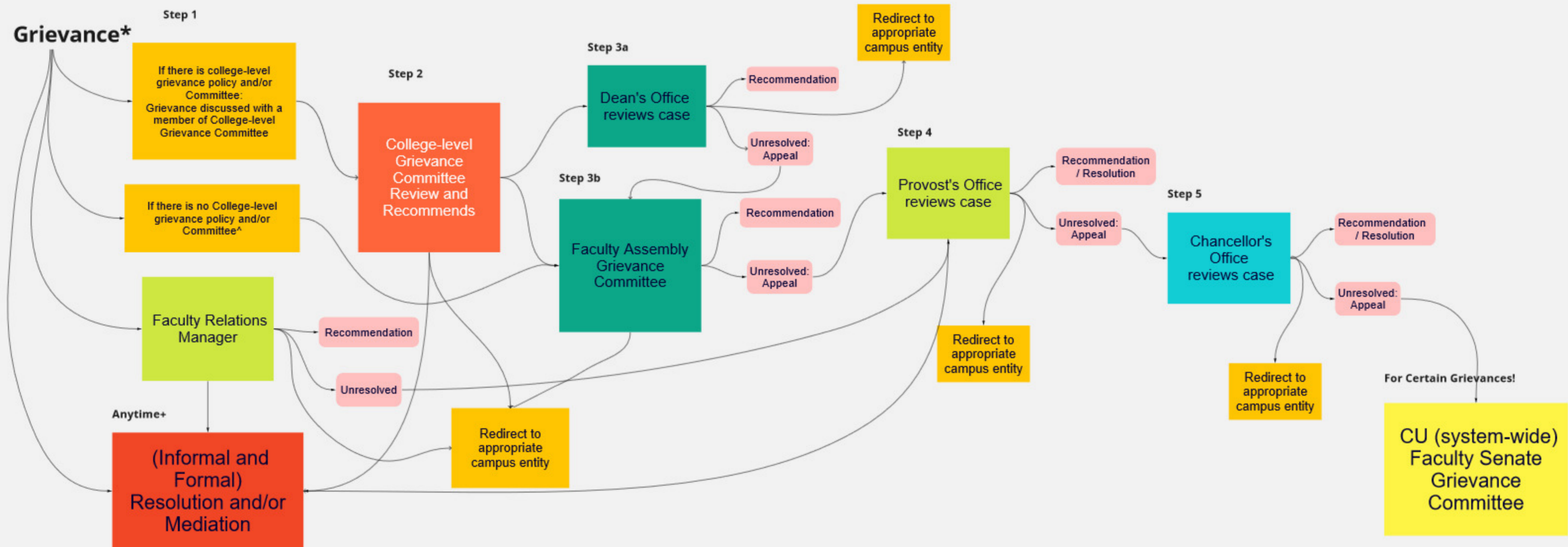


DRAFT of UCCS Grievance Flowchart (Fall 2023):



NOTES:

1. Until the campus grievance policy is fully approved, this is only a DRAFT of the flowchart, which will always conform to said policy; in the meantime, please feel free to send any feedback to the FA Grievance Committee's Co-chairs, Suzanne Cook and Raphi Sassower.
2. This flowchart does not and cannot capture every exception and account for any eventuality that may occur in unique cases; details for such cases are enumerated in the Policy document that will guide the process on campus.
3. Whenever possible, informal mediation should be first attempted before formal procedures and formal mediation are attempted; campus mediators will be identified and available at each step of the process.

LEGEND:

- * **Grievance:** the focus here relates primarily to faculty-faculty and faculty-administrators issues: many grievances are not appropriate for this flowchart, as they have other designated offices and resources on campus:
- a) Allegations of sexual misconduct, intimate partner violence, stalking, or related violations (Office of Institutional Equity).
 - b) Allegations of protected class discrimination, harassment, or related violations (Office of Institutional Equity).
 - c) Allegations of research misconduct (Committee on Misconduct in Research Scholarship and Creative Activities).
 - d) Allegations of fiscal misconduct (Ethics and Compliance Program).
 - f) Dismissal for cause, denial of promotion and tenure for TT faculty (Faculty Senate Grievance Committee).

+ Anytime: means that the Faculty Relations Manager is available for consultation before, during, and after any grievance related to faculty matters

Redirected etc: means that once a conversation or an investigation ensues, it may be appropriate to redirect to other offices or resources on campus, given related matters in the grievance

^ Though all colleges should have grievance policy and committee, in case they do not have them, OR in case the college is too small to ensure anonymity they can proceed to the FA Grievance Committee

! The Grievance venue open through CU (system-wide) Faculty Senate Grievance Committee hears specific types types of grievances related to perceived violations of academic rights, including but not limited to Academic Freedom. Given its adherence to timely responses, it may be prudent to submit an allegation to this committee for the clock to begin even when/if using the campus process first.