What Happens After A Report?

Stony Brook University Employee Complaint Investigation Process At-A-Glance

Step One
Review Inquiry, Report or Complaint
- Review allegations(s).
- Assign investigator, as appropriate.
- Implement Interim Measures, as appropriate.
- Contact other offices, as appropriate (ex. Employee and Labor Relations or University Community Standards).

Step Two
Initial Complaint Interview
- Review allegations(s).
- Identify relevant witnesses and other available and relevant information in support of the allegation.
- Review OIDE process and applicable Stony Brook University policies. Review rights of parties and resources available.

Step Three
Comprehensive Investigation

Step Four
Determination

Step Five
Disciplinary Process
**Step Three**

**Comprehensive Investigation**
- Interview and review allegations with Respondent(s).
- Interview relevant and available witnesses.
- Review other relevant information in support or defense of allegation(s).

**Step Four**

**Determination**

Substantiated Allegation:
Employee Respondent - refer to Employee and Labor Relations and/or Human Resources.
Student Respondent - refer to University Community Standards.
3rd party Respondent- refer to another office as appropriate.

Unsubstantiated Allegation:
OIDE may make recommendations when appropriate.
OIDE closes case.

**Step Five**

**Disciplinary Process**

When the Respondent is an employee, a substantiated allegation will be referred to the Labor Relations for the appropriate Disciplinary Process, governed by the applicable collective bargaining and or employment agreement:

- **Members of the following Unions, CSEA, CWA/GSEU, NYSCOPBA, NYSPIA, PEF, and UUP:** please refer to your individual contract for the appeals process.

- **Research Foundation (RF) Employees:** please contact West Campus Human Resource Services.

- **M/C Employees:** please contact your Human Resources Services department.