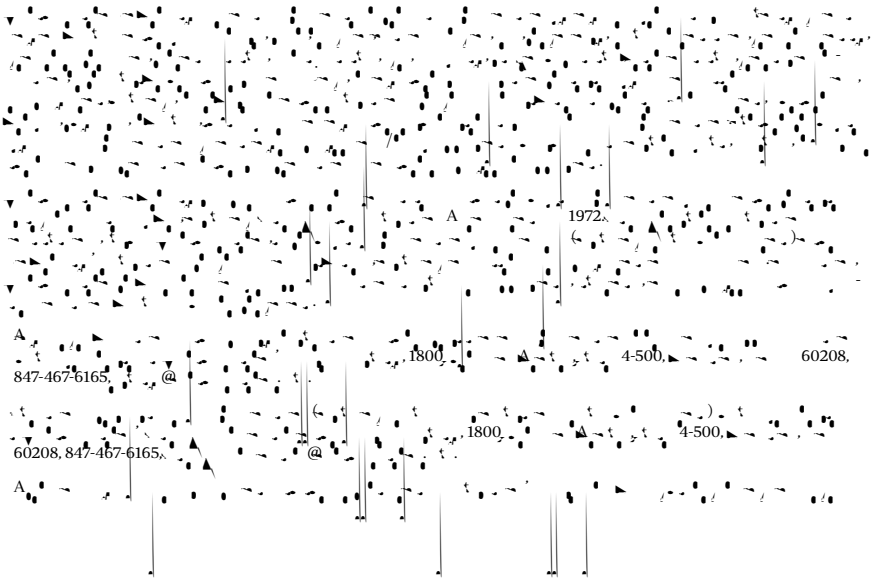


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Re s e G ide f  
Di c imi a i a d  
Ha a m e , Ma e  
2022 23

Northwestern

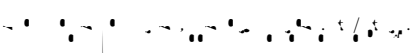
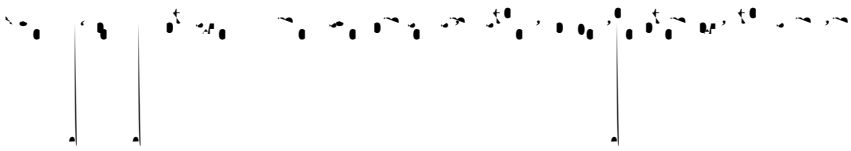




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## Di c imi a i

This image displays a complex musical score for a large ensemble, likely a symphony or orchestra. The score is written on multiple staves, each containing various musical notations. The notation includes notes, rests, and dynamic markings such as  $mf$  and  $0$ . The score is organized into several systems, with a large brace on the left side indicating a section. The notation is dense and intricate, suggesting a highly detailed and expressive piece of music. A horizontal line is drawn below the main body of the score, and a vertical line is drawn to the right of the score, creating a rectangular frame for the musical content.





# H e

bi.l /NURe Di cimi a.i Of ce fE i ,  
A E.hic P i 866-294-3545  
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# Office of Field Operations and Human Resources Complaint Re-Litigation Process \*

The Office of Field Operations and Human Resources (OFFO) receives a complaint from a field employee.

A OFFO Field Staff member conducts the initial investigation and makes a determination on the complaint. If the complaint is substantiated, the Field Staff member will recommend a disciplinary action.

The employee appeals the Field Staff member's determination.

The employee meets with the Field Staff member to discuss the complaint. The employee may request a meeting with the Field Staff member to discuss the complaint. The Field Staff member will conduct a second investigation and make a determination on the complaint. The Field Staff member will recommend a disciplinary action.

The employee meets with the Field Staff member to discuss the complaint. The Field Staff member will conduct a second investigation and make a determination on the complaint. The Field Staff member will recommend a disciplinary action.

The Office of Field Operations and Human Resources (OFFO) will conduct a second investigation and make a determination on the complaint.

When an employee has been disciplined, the employee may file a grievance with the Office of Field Operations and Human Resources (OFFO). The employee may file a grievance with the Office of Field Operations and Human Resources (OFFO) if the employee believes the disciplinary action is unfair.

A OFFO Field Staff member will conduct the investigation and make a determination on the grievance. If the grievance is substantiated, the Field Staff member will recommend a disciplinary action.

The employee may appeal the Field Staff member's determination. The employee may appeal the Field Staff member's determination to the Office of Field Operations and Human Resources (OFFO).

CONTINUE TO TOP OF PAGE 7

\* This is the process for matters falling under the Policy on Institutional Equity. For Title IX sexual harassment matters, please see the [Title IX Sexual Harassment Process](#).



Once the investigation is complete, the community relations department will provide a written report to the appropriate administrative body.

The community relations department will provide a written report to the appropriate administrative body. The report will include a summary of the investigation, the findings, and the recommended actions. The community relations department will also provide feedback to the complainant.

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When a disciplinary action is recommended by the Office of Equity, the Office of Community Relations will be notified. The Office of Community Relations will then provide support and guidance to the complainant and the respondent.

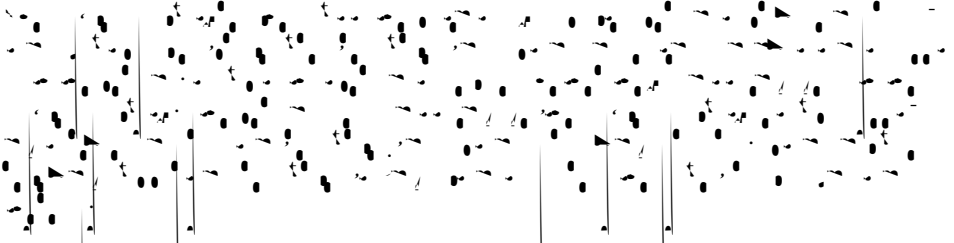
When a disciplinary action is recommended by the Office of Faculty Matters, the Office of Community Relations will be notified. The Office of Community Relations will then provide support and guidance to the complainant and the respondent.

When a disciplinary action is recommended by the Faculty, the Office of Community Relations will be notified. The Office of Community Relations will then provide support and guidance to the complainant and the respondent.

All matters are handled in a confidential and fair manner. The community relations department is committed to providing a safe and supportive environment for all members of the community.

This flowchart is intended to provide a general overview. A full explanation of the discrimination and harassment complaint resolution process can be found on the Office of Equity website: [northwestern.edu/equity/policies-procedures/policies](http://northwestern.edu/equity/policies-procedures/policies).

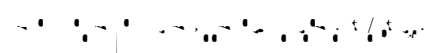
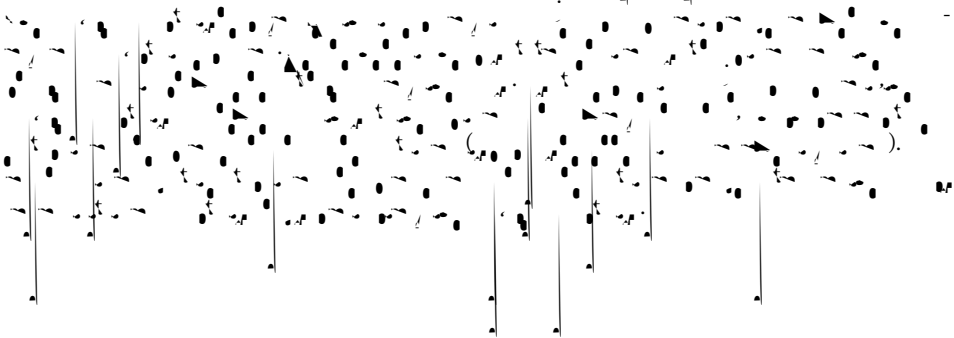
Wha ha e \_ he \_ he Of ce f E \_ i \_ ecei e a e \_ f beha i \_ ha migh  
c \_ i \_ e di c imi a i \_ ha a me \_ ?



D I ha e \_ make a c m lai \_ ge hel ?



Wha ha e \_ if l \_ a \_ make a c m lai \_ ?





Wha d e a i e \_ i g a . i l k l i k e ?

The image shows a complex musical score with multiple staves. The notation is dense and includes various symbols such as notes, rests, and vertical lines. A prominent marking '6 7' is visible in the middle-right section of the score. The overall appearance is that of a highly technical or experimental musical composition.



## O he e ce



## S de

Cam l cl i a d C mm i

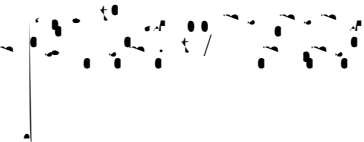


## All membe f he N h e e c mm i

W me ' Ce e

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@  
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312-503-3400





Office of  
Equity, Diversity,  
and Inclusion

Fostering a culture of access, belonging, and accountability.