

## **Appendix A**

### **AAUP Complaint Review Procedure**

1. Pursuant to Appendix F5 of the CSU-AAUP Collective Bargaining Agreement, the President shall appoint, at the beginning of each academic year, a Review Panel.
2. The Chief Diversity Officer, The Chief Human Resources Officer and the CCSU-AAUP Chapter President shall provide instruction/training to the Review Panel upon appointment.
3. Following an investigation by the Chief Diversity Officer or designee, the Respondent and Complainant will be informed of the results of the investigation, in writing, no later than ninety (90) calendar days after the complaint is filed.
4. Pursuant to the CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints, the complainant or respondent will have fifteen (15) calendar days to file an appeal. If the complainant and/or respondent are members of the AAUP bargaining unit, they have the right to request that the Panel provide an independent review.
5. The Panel shall be convened, by the Chief Diversity Officer, as soon as possible, but within seven (7) calendar days after the request for review has been filed.
6. Procedural questions that arise during the Panel's review shall be addressed by all three parties to the process: the Chief Diversity Officer, The Chief Human Resources Officer and the CCSU-AAUP Chapter President.

7. The Panel shall review, impartially, cases as presented, and issue recommendations, within fifteen (15) calendar days of the request for the review, to the President with copies to the Complainant and the Respondent.
  
8. Within thirty (30) calendar days of the filing of the appeal, and after receipt of the Review Panel's recommendation, the President shall formally notify the Chief Diversity Officer of his decision and specify what actions, if any, shall be taken. The Chief Diversity Officer shall notify all parties to the dispute, the Review Panel, AAUP and appropriate administrative officers.