

Union Complaint Review Procedures

1. Pursuant to Appendix F4 of the August 26, 2016 to August 26, 2021 CSU-AAUP Collective Bargaining Agreement, the *University's Discrimination, Affirmative Action, and Sexual Misconduct Complaint Procedures* shall provide for an Appeal Panel which shall include constituencies from each party to the complaint.
2. The University President shall appoint, at the beginning of each academic year, the Appeal Panel.
3. The Vice President for the Office for Equity & Inclusion (VP for the OEI), the Chief Human Resources Officer (CHRO) and the CCSU-AAUP Chapter President (Chapter President), shall provide instruction/training to the Appeal Panel upon appointment.
4. Following an investigation by the VP for the OEI or designee, the respondent and the complainant will be informed of the results of the investigation, in writing, no later than ninety (90) calendar days after the complaint is filed.
5. Pursuant to the *CCSU Procedures and Timetables for Processing of Discrimination, Harassment, Intimate Partner Violence and Sexual Misconduct 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 Appeal Panel provide an independent review.
6. The Appeal Panel shall be convened, by the VP for the OEI, as soon as possible, but within seven (7) calendar days after the request for review has been filed.
7. Procedural questions that arise during the Panel's review shall be addressed by the VP of OEI, the CHRO and the Chapter President. In the event there is a disagreement, procedural questions must be resolved by a two-thirds vote of the VP for the OEI, the CHRO and the Chapter President.
8. The Panel shall impartially review cases as presented and issue recommendations within fifteen (15) calendar days of the request for the review, to the University President with copies to the complainant and the respondent.
9. Within thirty (30) calendar days of the filing of the appeal with the Appeal Panel, and after review of the Panel's recommendation, the University President shall formally notify the VP for the OEI of the University President's decision and specify what actions, if any, shall be taken. The VP for the OEI shall then notify all parties to the dispute, the Chapter President, the CHRO and appropriate administrative officers.