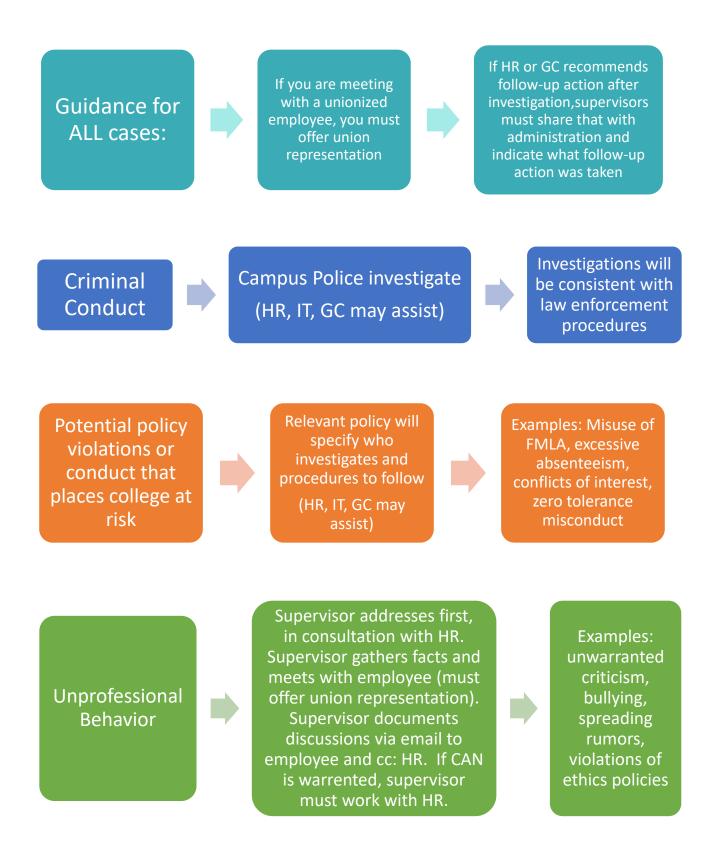
Flowchart for employees





Supervisor addresses first, in consultation with HR. If performance problems continue, supervisor consults with HR to develop PIP.



Example- Failure to perform job responsibilities at acceptable level

Purchasing Policy Violations



Director of
Purchasing responds
(HR and GC may
assist)



Examples include use of Procard for personal purchases, vendor conflict of interest, etc.

Discrimination/ Unlawful

Title IX

Harassment/



Office of General Counsel investigates using procedures in relevant policies

(HR, IT, Police, or supervisor may assist)



Sexual harassment discrimination, or harassment on the basis of any protected status

(age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics)