

## **CHAPTER 8**

### **COMPLAINTS AGAINST ACADEMIC STAFF MEMBERS**

#### **8.01 Right to be Informed of Complaint**

Academic staff members have the right to be informed in writing of written complaints against them alleging facts which, if true, may constitute adequate cause for discipline or dismissal (ASPP 6), nonretention (ASPP 4), or nonrenewal (ASPP 3). The identity of a complainant may be kept in confidence until a decision is made to take action against the academic staff member. This provision will be waived if it is determined that the anonymity of the complainant will substantially impede the investigation.

#### **8.02 Right to be Notified of Investigation and Right to Respond**

As soon as is reasonable, the academic staff member named in the complaint shall, except in a criminal investigation, be notified of the investigation. Before the investigation is concluded or a report prepared, the employee shall be given a written summary of the complaint and be offered an opportunity to respond to all allegations.

#### **8.03 Investigation and Notification**

The investigation shall be completed within a reasonable period of time. Upon completion of the investigation, the academic staff member shall be notified in writing of its outcome. If a decision is made to take action against the academic staff member, the staff member shall be notified in writing of his or her right of appeal under ASPP 8.04 and be given a copy of the ASPP chapter(s) pertaining to the action being taken.

#### **8.04 Right of Appeal**

The academic staff member may appeal the decision using the grievance procedure outlined in ASPP 7.02, except for discipline or dismissal (ASPP 6), nonretention (ASPP 4), or nonrenewal (ASPP 3).