

What Happens After A Report?

Stony Brook University Employee Complaint Investigation Process At-A-Glance



Step One
Review Inquiry, Report or Complaint



Step Two
Initial Complaint Interview



Step Three
Comprehensive Investigation



Step Four
Determination



Step Five
Disciplinary Process



Step One Review Inquiry, Report or Complaint

- Review allegations(s).
- Assign investigator, as appropriate.
- Implement Interim Measures, as appropriate.
- Contact other offices, as appropriate (ex. Employee and Labor Relations or University Community Standards).



Step Two Initial Complaint Interview

- Review allegations(s).
- Identify relevant witnesses and other available and relevant information in support in of the allegation.
- Review OIDE process and applicable Stony Brook University policies. Review rights of parties and resources available.



Step Three

Comprehensive Investigation

- Interview and review allegations with Respondent(s).
- Interview relevant and available witnesses.
- Review other relevant information in support or defense of allegation(s).



Step Four

Determination

Substantiated Allegation:

Employee Respondent - refer to Employee and Labor Relations and/or Human Resources.

Student Respondent - refer to University Community Standards.

3rd party Respondent- refer to another office as appropriate.

Unsubstantiated Allegation:

OIDE may make recommendations when appropriate.

OIDE closes case.



Step Five

Disciplinary Process

When the Respondent is an employee, a substantiated allegation will be referred to the Labor Relations for the appropriate Disciplinary Process, governed by the applicable collective bargaining and or employment agreement:

Members of the following Unions, CSEA, CWA/GSEU, NYSCOPBA, NYSPIA, PEF, and UUP: please refer to your individual contract for the appeals process.

Research Foundation (RF) Employees: please contact West Campus Human Resource Services.

M/C Employees: please contact your Human Resources Services department.