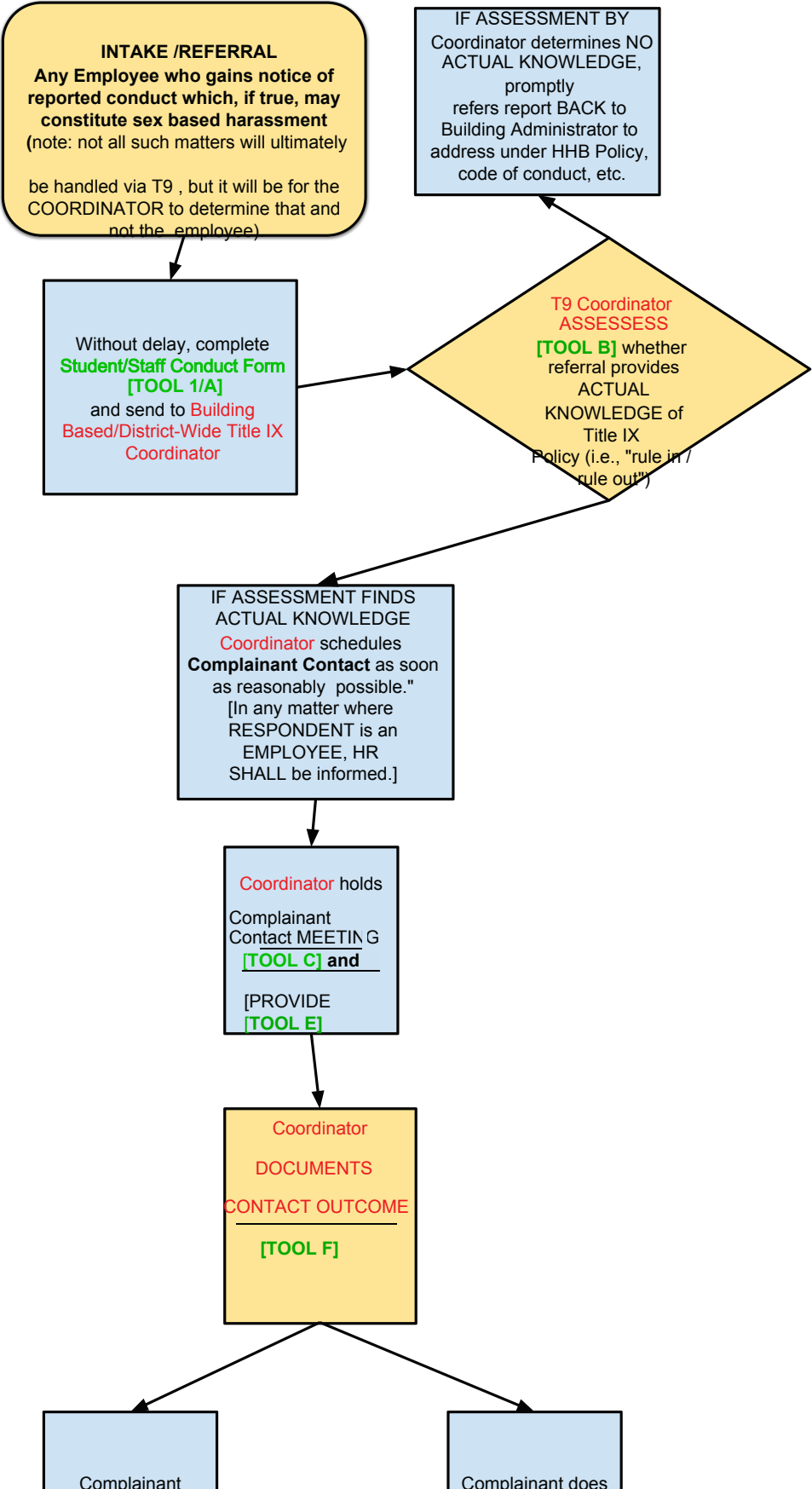


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determine whether mandatory dismissal is required [Policy section IV.G.] and if so, dismissal is announced with [TOOL P] attaching [TOOL Q].

Complainant returns "Formal Complaint"

Complainant does not return Formal Complaint

Coordinator Announces the filing via [TOOL G] to BOTH PARTIES

Coordinator employs Filing Decision Worksheet [Tool H] to facilitate decision on whether or not to file Formal Complaint

Coordinator assigns Investigator

If Coordinator files a FORMAL COMPLAINT, Coordinator announces their filing to both parties [TOOL I]

When all interviews are completed and all documentary evidence gathered, Investigator sends Evidence Packet to Coordinator

Investigator PRIOR TO PARTY INTERVIEWS sends NOTICE OF INTERVIEW & PROTECTIONS TO PARTIES INDIVIDUALLY [TOOLS J & K] attaching Interview Protocols [TOOL L]

At any time - once a COMPLAINT is filed by either COMPLAINANT or the COORDINATOR - the COORDINATOR retains the power to dismiss a case on a MANDATORY or DISCRETIONARY BASIS - in which case such decision shall be announced [TOOL N or P] attaching T9 Appeal Form [TOOL Q]. Any dismissal is subject to scrutiny to ascertain whether it was an act of DELIBERATE INDIFFERENCE by the DISTRICT.

Coordinator shares Evidence Packet with BOTH parties offering opportunity to review & comment on it. [TOOL M]

Investigator works on Investigative Report [TOOL Q] and incorporates timely PARTY RESPONSES to evidence (w/in 10 days) and finishes Investigative Report

Investigator sends Investigative Report to parties (copy to Coordinator) using [TOOL R]

Coordinator assigns Initial Decision-Maker ("IDM") and shares Party responses to Investigative Report

IDM invites PARTIES to submit RELEVANT questions to witnesses or parties [TOOL S]

If questions are received, IDM screens

If no questions are received, IDM has

