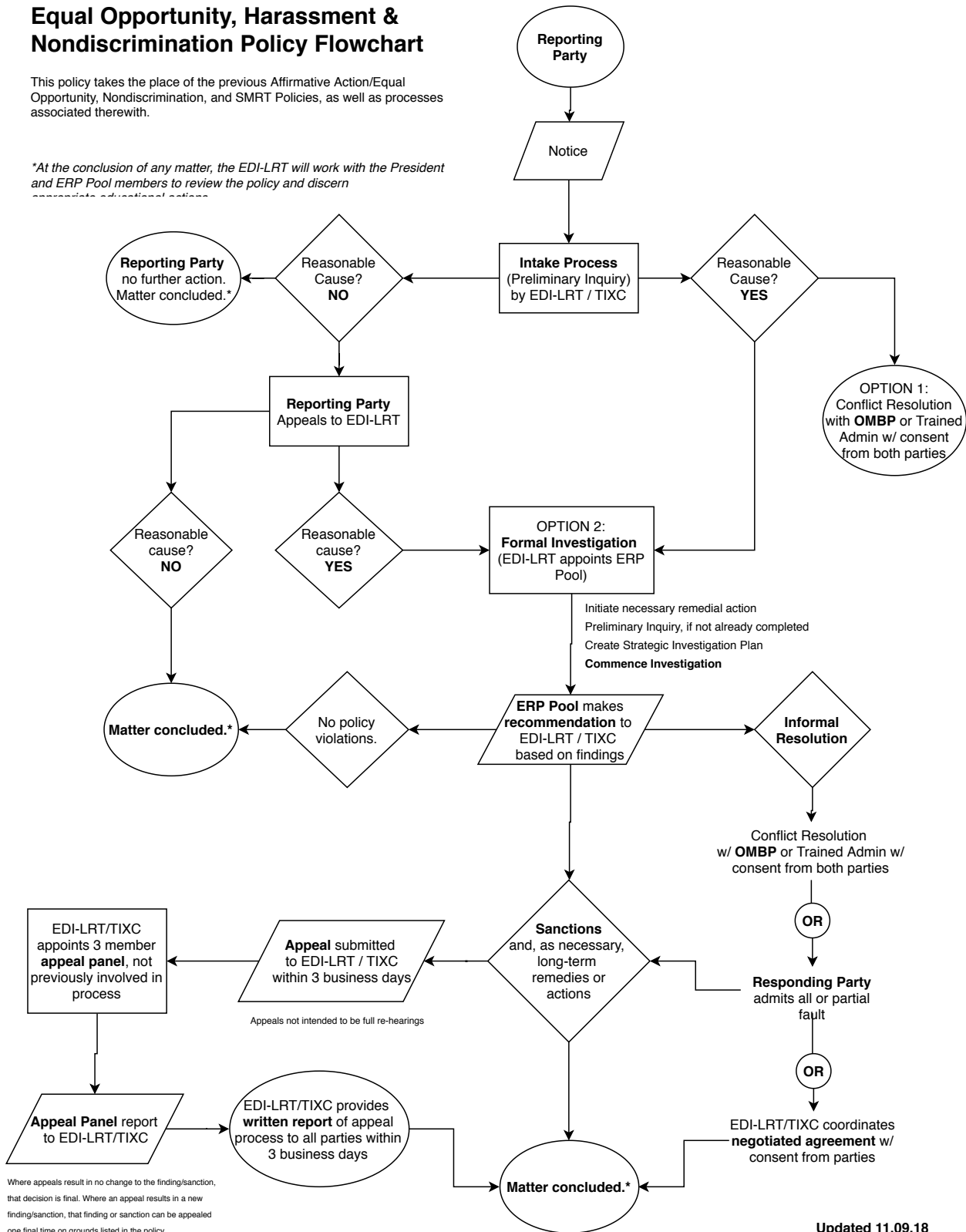


Equal Opportunity, Harassment & Nondiscrimination Policy Flowchart

This policy takes the place of the previous Affirmative Action/Equal Opportunity, Nondiscrimination, and SMRT Policies, as well as processes associated therewith.

**At the conclusion of any matter, the EDI-LRT will work with the President and ERP Pool members to review the policy and discern appropriate educational actions.*



Where appeals result in no change to the finding/sanction, that decision is final. Where an appeal results in a new finding/sanction, that finding or sanction can be appealed one final time on grounds listed in the policy