The Final Investigation Report and the Investigative Record are sent to all parties and the Faculty Panel. The Investigation Report includes recommended finding(s) on responsibility.

The Parties and witnesses are interviewed.
Evidence is gathered.
Follow-up interviews occur.

The Draft Investigation Report, with the Draft Investigation Record (i.e. the information gathered during the course of the investigation) is provided to the parties.

The parties have an opportunity to review the Draft Investigation Report and provide comments to the Investigator. Generally the parties have at least 10 days.

The Final Investigation Report and the Investigative Record are sent to all parties and the Faculty Panel. The Investigation Report includes recommended finding(s) on responsibility.

The Faculty Panel decides if the Respondent violated a D/DH policy. The Faculty Panel may meet or consult with the investigator, or others, but generally does not meet with the Complainant or the Respondent.

If the Respondent is found “Not Responsible” for D/DH, the parties accept the Finding(s) of Not Responsible and case closed.

If the Respondent is found “Responsible” for D/DH, the Dean or other Academic Council member will determine the appropriate action to take against the Respondent. Sanctions are not subject to Appeal.

The Respondent is found “Responsible” for D/DH.
Parties accept The Finding(s). The Dean or other Academic Council member will determine the appropriate sanctions. Sanctions are not subject to Appeal.

Option to Appeal: the Appeal Officer reviews the appeal.
The Appeal Officer affirms the finding(s).

In response to a formal complaint of D/DH, MIT reserves the right to, where appropriate, modify work assignments or remove the Respondent from the workplace, or take other appropriate, available remedial actions.

Supportive Measures are available to all parties throughout the duration of this process.