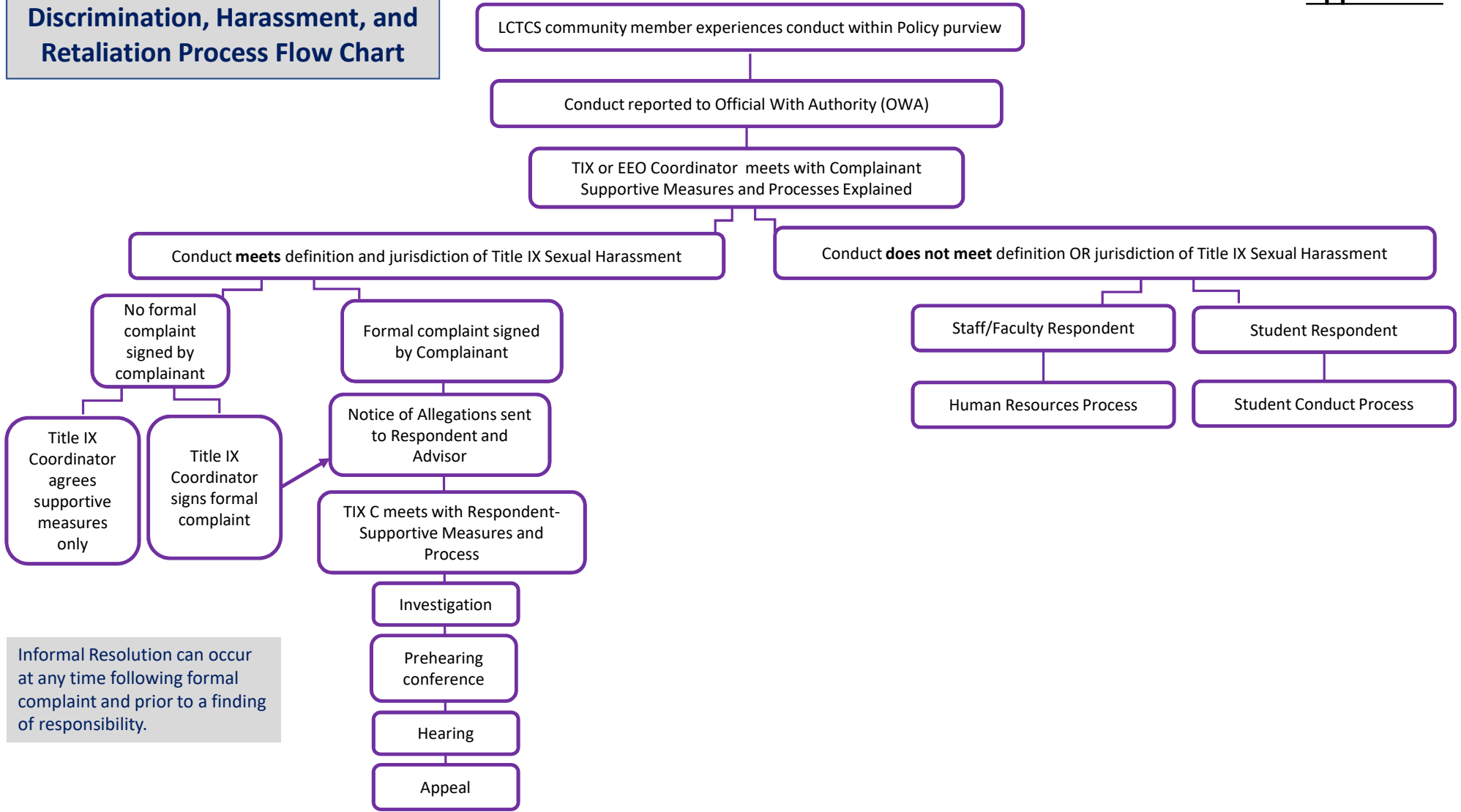


**Discrimination, Harassment, and Retaliation Process Flow Chart**



Informal Resolution can occur at any time following formal complaint and prior to a finding of responsibility.