CONCORDIA’S EQUITY GRIEVANCE REVIEW PANEL (EGRP)

The Equity Grievance Review Panel (EGRP) is the response team for protected-class-based incidents of discrimination and violence at Concordia University, but will play a role in prevention as well. Members of the EGRP are trained in all aspects of the grievance process, and can serve in any of the following roles at the direction of the Title IX Coordinator.

Functions:

- To provide sensitive intake and initial counseling of grievances
- To serve in a mediation role in conflict resolution, when appropriate
- To investigate grievances
- To act as advisors to those involved in grievances
- To serve on administrative hearings for grievances
- To serve on appeal panels for grievances
- EGRP members also recommend proactive policies, and serve in an educative role for the community.

The Equity Grievance Review Panel (EGRP) includes the following members. Those with an asterisk (*) are deputies.

- Megan Bouslaugh, Title IX/Equity Coord.
- Bryant Carlson
- Nicole Cossette
- Michelle Cowing
- Benjamin Cramer*
- Amy Dames Smith
- Steve DeKlotz*
- Danielle Depuy-Grobbel
- Julie Dodge
- Scott Ferguson*
- Anne Grey*
- Adrienne Hagen
- Yashica Island
- Heyke Kirkendall-Baker*
- David Kluth
- Kaylee Krout
- Reed Mueller*
- Kyle Nelson
- Angela Owusu-Ansah
- Maura Page
- Sheryl Reinisch
- Mica Rozairo
- Stephanie Staley
- Sarah Sweitzer
- Joshua Urie

The members in the Equity Process Review Panel can serve as the following:

a. Title IX/Equity Coordinator and Deputies

The Title IX Coordinator and Deputy Team meet quarterly to oversee policy updates, areas of equity progress and vulnerability at Concordia, and training as Title IX designees when the Title IX Coordinator is unavailable for the function. See list above for deputies.
b. Investigation Team

Investigators will be appointed by the Title IX Coordinator at the point in which there is reasonable cause to investigate an incident. Investigations are a crucial piece of our grievance process as fair and equitable. They must look into case thoroughly, “leaving no stone unturned”. Investigators will most often be assigned in teams of two, one male, one female. They will have approximately two weeks to complete their investigation process, and then present their findings to the Title IX Coordinator.

c. Equity Advocate Team

Equity Advocates are a “private” reporting resource, able to follow the wishes of the reporting individual regarding identity privacy, unless it is deemed there is clear danger for the individual or campus. The role of an Advocate is to provide support and resources, and to be available to students who experience civil rights based discrimination. Advocates are trained and available to walk a student through the Equity Grievance Review Process, attending all meetings related to the grievance process, prepping and debriefing the various steps of the procedure. Advocates are available and encouraged for both the complainants and the respondents.

d. Hearings or Appeals Officers

The Title IX Coordinator will designate a Hearings Officer or Appeals Officer(s) from the Equity Grievance Panel, who have not been involved in the case in another role. The designated Hearings Officer will hold an Administrative Findings Hearing, which shall include a presentation by the investigation team. In the case of an appeal, three appeals officers will be appointed to consider appeal requests.

e. Final Process-Based Appeal

Complainants and respondents are allowed a final appeal in the Concordia Equity Grievance Process. President Schlimpert will not hear appeals based on the findings or sanctions of the Appeals Officers. He will only hear appeals based on process errors throughout the Equity Grievance Procedure.

- Dr. Charles Schlimpert (University President)