Report Filed Preliminary Intake Investigation Disposition Review **Disciplinary Action** Appropriate • Report is Investigation • Reporter An Investigation reviewed parties receive Report is is conducted per receives a the Case Any questions reviewed Report Key the appropriate A review is policies Determination and sets a or information conducted to of appropriate Password* requests are • Based on the determine if • The report added through action(s) is investigation additional is provided EthicsPoint results, the made • Report is given information is to UMB concerns in the • Parties to the needed a Case Case are either Case are Any questions Number substantiated or informed of are added the Decision** • The Case is unsubstantiated through sent to the In substantiated EthicsPoint appropriate cases, a report Unsubstantiated parties for Based on Case of the findings is No violation **Preliminary** information, a prepared and was found decision is made Review delivered to the Not enough to proceed to appropriate information to investigation or disciplinary proceed with unsubstantiated authorities investigation the concerns • Based on the desires of the Informal Resolution parties to the Parties Case, an determine informal resolution may alternate action(s) are be determined preferable

*Questions or Requests for additional information throughout the process will be added to EthicsPoint. Please use your Report Key and Password to check back regularly for questions or requests! This is especially important if the Report was filed anonymously and EthicsPoint is the only way for the responding persons to communicate with the Reporter.

**If the Reporter was not a party (Complainant or Respondent) to the Case, they may not receive information regarding the final disposition due to privacy concerns and/or requirements.