

**ASSESSMENT**

OPTIONAL  
OUTSIDE  
MEDIATION

**INQUIRY**

- 1** INTAKE FORM SUBMITTED
- 2** INTAKE ASSESSMENT

**CRITERIA MET**

**INVESTIGATION**

SETTLEMENT  
AGREEMENT  
  
CAN HAPPEN  
AT ANY TIME

- 3** INVESTIGATION INITIATED
-  **DISCRIMINATION FOUND**

**NOV** NOTICE OF VIOLATION ISSUED

**ENFORCEMENT**

RESPONDENT  
COMPLIES  
WITH THE  
NOV TERMS

**ADMINISTRATIVE HEARING**  
MUST BE REQUESTED WITHIN  
15 DAYS OF NOV

**ADMINISTRATIVE RULING**

**APPEAL\***

PENALTY PAID  
AND  
CORRECTIVE  
ACTION TAKEN

**CASE RESOLVED**

\* RESPONDENT OR DIRECTOR  
MAY FILE FOR AN APPEAL ON THE  
BASES OF ABUSE OF DISCRETION  
STANDARD ONLY.