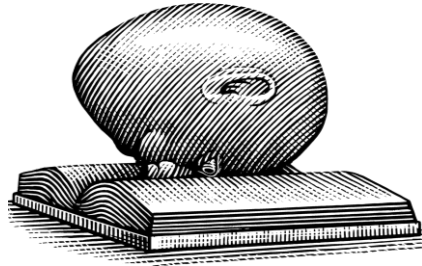


# What Happens to the Information I Share?



The Harassment and Discrimination Assistance and Prevention Program's (HDAPP) process is **not** confidential, but regardless, the University treats all information gathered as private, meaning that information is shared only with those who have a right or need to know or where sharing information is necessary to successfully complete the process. It is important to note that any information shared may be used at a later stage of the process. For confidential resources, please go to [HDAPP website](#) [a list of resources](#).

## Public Records

Upon request, the University must disclose public records unless a specific exemption from disclosure applies. This means that all information shared with HDAPP at any stage in the process (e.g., making a report, intake meetings, etc.), the University may need to share the information collected. For more information about public record requests, please go to [The Office of Campus Counsel's website on Public Records](#).

## Closure/Referral

All closed cases remain in HDAPP's database and as mentioned above are considered public records. Depending on the information reported, HDAPP may refer the concerns to a more appropriate department (e.g., [OSSJA](#), [ELR](#), etc.) to review and respond. For information about other departments record keeping processes, contact them directly.

## Preventative Measures

During preventative measures, allegations may be shared with the respondent. Although we generally do not disclose the name of the reporting party and/or complainant(s), we reiterate that our policies prohibit retaliation. Although we may require assistance from supervisors and/or HR business partners in implementing these measures, the records are not kept in a personnel file or student disciplinary record.

## Alternative Resolution (AR)

During AR after the complainant(s) accepts to resolve their concerns via AR, the respondent will be notified of the complainant, the allegation(s) made against them, and that retaliation is prohibited. Information shared during this time may be used during a future investigation into the concern(s).

## Investigation

When an Investigation is deemed appropriate, the respondent will be notified informed of the allegations made against them, including the complainant's name. Limited information may be shared with witnesses where needed to conduct a thorough review.