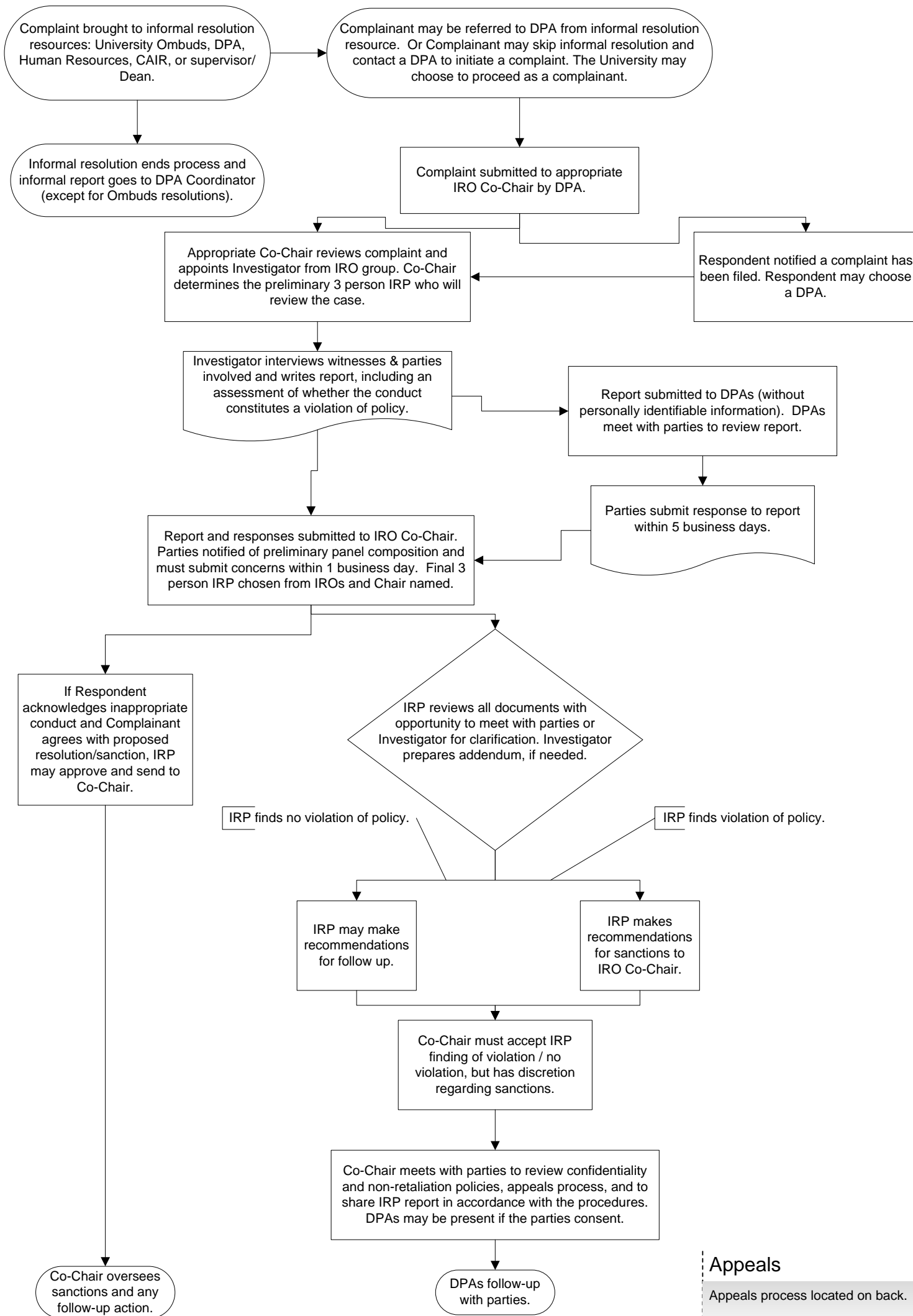


# Washington and Lee University

## Procedure for Complaint Against Faculty, Staff, or Other Non-Student

### Abbreviations

CAIR – Confidential and Impartial Resolution Resource  
 DPA – Discrimination Policy Advisor  
 IRO – Investigation and Review Officer  
 IRP – Investigative and Review Panel



### Appeals

Appeals process located on back.