

From: Lawrence Krauss <[REDACTED]>
To: Nancy Portland <[REDACTED]>, J <jeevacation@gmail.com>
Cc: Lawrence Krauss <[REDACTED]>
Subject: Re: State press quote from ASU spokesman - codes on hearings.
Date: Mon, 22 Oct 2018 00:49:30 +0000

Indeed.. this is the key statement: "The determination is final."

F. Reviews of Findings of Violations of Covered Policies

1. Upon the completion of the investigation, the investigator shall prepare a written report, including a finding of whether or not a policy violation has occurred. A copy of the written report shall be provided to the University Provost or appropriate vice president or designee for acceptance, rejection or modification of the findings.
2. The University Provost or appropriate vice president or designee shall provide his/her determination to the reporting party, the party accused of violating the policy, the appropriate university administrator, the Office of Equity and Inclusion, and the Title IX Coordinator in cases involving claims of sex discrimination. The determination is final.
3. Disciplinary action will be issued under the applicable procedure for the employment classification of the employee who has been found to have violated covered policies, i.e. for faculty, at [ABOR 6-201.J. and L.](#); for administrators, at [ABOR 6-101.H.](#), for academic professional staff, at [ABOR 6-302.G. and I.](#), or [ACD 508-03](#); university staff, at [SPP 301](#), [SPP 801](#), [SPP 808](#); and for classified staff, at [SPP 809](#); and, at [SPP 901](#).

<https://provost.asu.edu/policies/procedures/p20>

No mention of hearing as part of investigation, only after discipline/termination as per ASU codes.

Your description is accurate. Theirs is misleading. Just ticking boxes as disputes arise.

Lawrence M. Krauss
Professor

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