



Flow chart	Who	Further descriptions and information
<p>From page 1</p> <p><b>PHASE 3: Internal investigation</b></p> <pre> graph TD     Start((A)) --&gt; Involve[Involve examining person]     Involve --&gt; Initiate[Initiate internal investigation]     Initiate --&gt; Conduct[Conduct of hearing and internal investigation]     Conduct --&gt; Conclude[Conclude investigation]     Conclude --&gt; Decision{Sexual harassment?}     Decision -- no --&gt; Completed3{{Internal investigation has been completed}}     Decision -- yes --&gt; Propose[Propose action]     Propose --&gt; Inform[Inform about the completion of the investigation]     Inform --&gt; Deciding[Deciding on measures]     Deciding --&gt; Measures[Measures]     Deciding --&gt; Enforce[Communicate and enforce measures]     Enforce --&gt; InformPerson[Inform the person concerned]     InformPerson --&gt; Compliance[Checking compliance with the measures]     Compliance --&gt; Completed4{{Internal process has been completed}}     </pre> <p><b>PHASE 4: Taking measures</b></p> <p><b>PHASE 5: Review of measures</b></p>	<p>internal contact person or person concerned</p> <p>investigating person</p> <p>investigating person</p> <p>investigating person</p> <p>investigating person</p> <p>investigating person</p> <p>investigating person</p> <p>Executive Board of the University</p> <p>Executive Board of the University</p> <p>Executive Board of the University</p> <p>General Secretariat</p>	<p>If harassment by the person accused is denied and there are very different perceptions, the investigating person will be involved, by the involved contact person or the person concerned. In case of bias, a substitute is sought.</p> <p>Investigator (Prof. Dr. Ineke Pruin or Prof. Dr. Jonas Weber)</p> <p>The investigating person investigates the case: talks to the persons involved, examination of the facts and decision whether or not sexual harassment has occurred.</p> <p>The investigating person comes to a final conclusion.</p> <p>The investigating person proposes appropriate measures to the Executive Board of the University.</p> <p>The person concerned and the accused person will be informed of the conclusion of the internal investigation. The person concerned is informed about further possible steps (including filling a criminal complaint, see legal basis).</p> <p>legal basis (in German)</p> <p>Based on the proposal by the investigating person, the Executive Board of the University decides on appropriate measures to be taken against the accused person.</p> <p>The Executive Board of the University communicates the decided measures to the accused person and enforces them.</p> <p>The person concerned is informed that appropriate action has been taken against the accused person.</p> <p>The General Secretariat checks whether the measures imposed are being complied with by the accused person. Especially in the case of measures that are imposed for a longer period of time.</p>