Proposed HCC Process Flow Chart

Reporting Individual:

student who brings a concern to HCC

Concern submitted to pshonorcode@cumc.columbia.edu

Respondent:

student who is the subject of the concern



Evaluated to determine if academic or interpersonal professionalism concern

Interpersonal

Follow up with reporting individual for further information/clarification



Contact respondent, get their statement, refer to any resources as necessary Reporting individual resolves directly without mediation, equipped with support and resources from HCC

Two HCC members will reach out to reporting individual to discuss next steps

Contact respondent to discuss the situation, refer to any resources as necessary

A panel of 6 HCC members to evaluate the situation, determine if it should be elevated to administration or resolved with a mediation

Mediation

Mediation guided by two HCC members

Who was harmed?
What is the severity of the harm?
How will the harm be repaired?
Who is responsible for repairing the harm?

Work with parties to arrive at a resolution

Admin

Panel makes recommendations for next steps and brings the situation to Dean Mellman, and continues to contribute to education and restoration

HCC members will follow-up with respondent over time for continued support