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policy, with or without a decision, shall be deemed a withdrawal of the grievance.

recommendation. Based on the Review Committee's recommendation, the Vice President shall issue a decision to the grievant within five workdays after receiving the recommendation.

- d. Step 4: Where the grievant considers the decision of the Vice President unsatisfactory, and wishes to continue with the resolution of the grievance the grievant shall file the written grievance and all responses with the President within ten workdays of receiving the Step 3 decision.

The President shall review the grievance and within ten workdays from receipt of the grievance, issue a final decision. The President's decision shall be binding on all parties and may not be appealed.

- e. ADMIN PRO 2-17 specifically covers discrimination/harassment/sexual harassment grievances.

New: 12/03/1997

Revised: 09/25/2001 Reviewed: 06/08/2009