

University of Northern Colorado
College of Osteopathic Medicine

Policy: Due Process

Responsible Party: Dean, College of Osteopathic Medicine

COCA Standard: 7.8-1g

Review Frequency: Annually or as needed

All Board members, employees, and faculty of UNC COM must adhere to UNC policies pertaining to due process as outlined in the UNC Board Policy manual.

This policy articulates the primary due process policies applicable to students, faculty, and staff. Each group has unique due process policies applicable for academic appeals, evaluation appeal, and general appeals processes when no specific process exists to address concerns. All covered groups share a common process for issues of discrimination.

All UNC COM community members

Discrimination Review Policy -Consistent with Board Policy 1- 1-508 and applicable Federal and State law, these Discrimination Complaint Procedures of the University of Northern Colorado (“DCP”) apply to all Complaints of Discrimination, Harassment and/or Retaliation, as those terms are defined below, with respect to students, faculty and/or staff. [Board Regulations 3-6-125](#)

Student Specific Due Process

Academic Appeals -The purpose of the Academic Appeals Process (“AAP”) described below is to provide a means for appealing and resolving disputes concerning an “Academic Decision” (defined as a final course grade or the termination of a student’s program) that the affected student considers “arbitrary,” “capricious,” or a “violation of University policy.” [Board Policy 2-1-201](#)

Staff Specific Due Process

General- This process is used to review an allegation that the grievant’s employment rights and entitlement has been adversely affected due to a violation, misapplication or misinterpretation of university policies, regulations, or procedures. [Board Policy 2-2-102](#)

Evaluation- Administrative/professional exempt staff employees may appeal their performance evaluation rating to the appropriate Vice President (Vice President for administrative/professional staff who reports directly to the President) within five (5) working days of receipt of the evaluation rating from the supervisor. [Board Policy 2-2-102](#)

Faculty Specific Due Process

General- The general faculty grievance policy applies to situations with no specific due process procedure. Grievable matters include those in which one or more faculty members in a specific instance allege(s) that a misapplication, misinterpretation, or other violation of a university policy or procedure

adversely affected their academic freedom, professional reputation, compensation, and/or the advancement in the profession they represent or in other ways. [Board Policy 2-3-1201](#)

Evaluation- Specific due process procedures vary based on evaluation type. [Board Policy 2-3-8](#)

Termination/Disciplinary Actions-

- Result of Financial Exigencies [Board Policy 2-3-1301](#)
- All other disciplinary actions or terminations [Board Policy 2-3-1101](#)