

2. Abuse or misuse of power intended to undermine, humiliate, denigrate, or injure the person or persons toward whom such behavior is targeted;
- 3.

11) An investigation will be conducted by the Delegate in every case where a formal complaint is made.

- a) The Delegate will ask the respondent to provide a written statement in response to the complaint. The Delegate may also contact identified witnesses or consult with others with direct knowledge of the incident in question. All evidence should be given in writing (including email).

12) At the end of the formal investigation, the Delegate will propose a resolution for the matter.
Resolution may include:

- a)