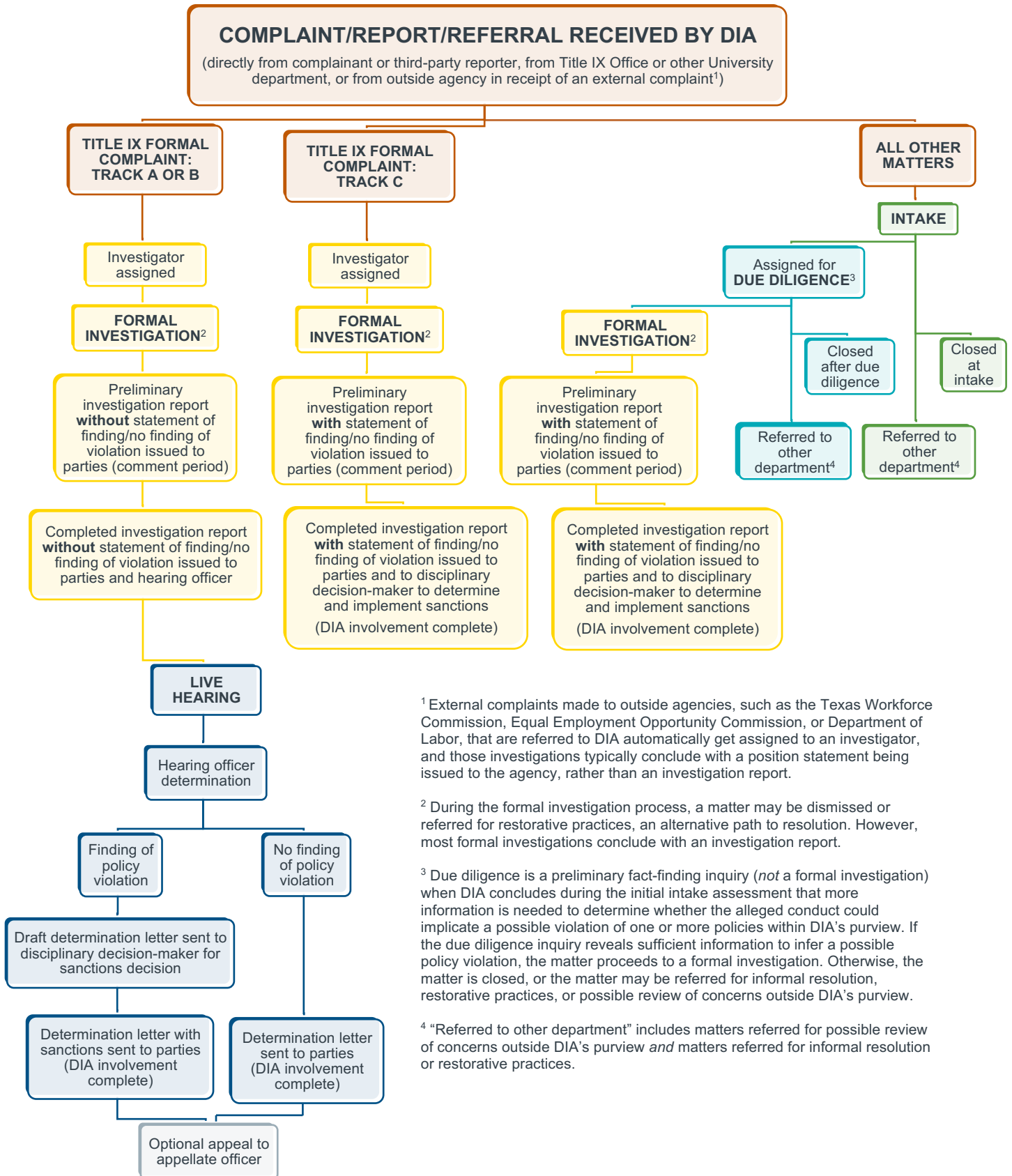


Department of Investigation and Adjudication (DIA) Investigative Process



¹ External complaints made to outside agencies, such as the Texas Workforce Commission, Equal Employment Opportunity Commission, or Department of Labor, that are referred to DIA automatically get assigned to an investigator, and those investigations typically conclude with a position statement being issued to the agency, rather than an investigation report.

² During the formal investigation process, a matter may be dismissed or referred for restorative practices, an alternative path to resolution. However, most formal investigations conclude with an investigation report.

³ Due diligence is a preliminary fact-finding inquiry (*not* a formal investigation) when DIA concludes during the initial intake assessment that more information is needed to determine whether the alleged conduct could implicate a possible violation of one or more policies within DIA's purview. If the due diligence inquiry reveals sufficient information to infer a possible policy violation, the matter proceeds to a formal investigation. Otherwise, the matter is closed, or the matter may be referred for informal resolution, restorative practices, or possible review of concerns outside DIA's purview.

⁴ "Referred to other department" includes matters referred for possible review of concerns outside DIA's purview *and* matters referred for informal resolution or restorative practices.