

THE
UNIVERSITY
OF RHODE ISLAND
OFFICE OF EQUAL
OPPORTUNITY

The University of Rhode Island Office of Equal Opportunity determines recipients when sending notices, letters, and reports based on the merits of legitimate business need.¹

In addition to copying the Complainant and Respondent on official communication, other individuals may be copied based on legitimate business need.

¹A ***legitimate business need*** is defined as, "justifiable, lawful, and reasonable for the purpose of an action or decision that is directly related to the operation, and in alignment with legal requirements or obligations."

OFFICE OF EQUAL OPPORTUNITY: INVESTIGATION COMMUNICATIONS FLOW

