ECP Process
(Simplified Overview)

```
Employee encouraged to seek resolution with     →     ECP
supervisor or through existing systems                receives
                                                      concern
                                                         │
                                                         ▼
Close Concern  ←  Transfer,          ←         Identify
                  Informal                      Method
     ▲            Resolution,                      │
     │            Dismissal                        │
  Advise                                           ▼
  Management                              Investigation or Referral
     ▲                                    (Interviews & Review of
     │                                    Relevant Documents)
Investigation Report with Conclusions  ←
& Recommendations
```