ADVOCATE GME

A unified solution for employee relations and conflict resolution

CURRENT SITUATION

Human resources offices of higher education institutions have many unique challenges in addition to the traditional practices and responsibilities facing enterprise, government and non-profit HR teams. Federal Title IX and Clery reporting requirements apply equally to students and faculty, and the consequences of violating these regulations can be incredibly costly and damaging.

Institutions need a method of monitoring HR-related concerns and meeting federal compliance requirements that consolidates all necessary information about employees and students into one core place. The entire team needs to be linked to the same easy-to-use resource in order to swiftly and effectively tackle concerns while complying with the government's evolving requirements. In many cases, the consequences of noncompliance could include hefty fines, loss of federal funding and major reputational impacts.

Who Uses Advocate?

VALENCIA COLLEGE

MICHIGAN STATE UNIVERSITY

UMass | Dartmouth

Caltech   UCLA

Furthermore, higher ed HR teams need a trusted method of gathering data pertaining to incidents – not only for the purposes of federal reporting, but also for the sake of gaining new insight and using it to improve the institution's operations going forward.

SOLUTION

Advocate GME organizes all communication, records and reporting capabilities into one cloud-based source that can be accessed by all entitled team members. Managers of the system can set access controls to ensure that various departments can only see what is necessary, protecting the privacy of more sensitive employee and student information. Various parts of the case management process can be routed to specific team members to ensure a smooth and organized workflow, and Advocate GME will suggest "next steps" along the way. These include end-to-end options from scheduling an initial meeting with those involved to choosing a sanction, up to notifying key stakeholders in an emergency situation.

Each action and decision made in Advocate GME is tracked and logged for complete visibility into incidents, investigations and resolution steps. Every aspect of these case histories is viewable and reportable. With Advocate GME, HR staff can gather statistics and analyze trends (e.g., "How many harassment complaints against employees occurred in 2015?").

symplicity®

SOLUTION (CONT.)

Advocate GME's Network feature allows staff to submit a "care report" for individuals of concern to ensure that early intervention is taken for any behavioral, conduct-related or psychiatric incident and risk. With the ability to step in earlier, schools have far more

law firms, like Crowell & Moring LLP, to ensure that the Advocate GME system remains up-to-date on the latest regulatory guidance and best practices. Over 400 higher education institutions rely on the Advocate GME system to ensure their staff is well-trained

of harassment, discrimination and fraud. Symplicity is aware that each office has its own unique processes; as such, many core process flows and forms can be configured to more closely match each institution's everyday needs. Most importantly, each customer has control of their settings and system, allowing them to update their case management processes as necessary over time.

Over 400 higher education institutions rely on the Advocate GME system to ensure their staff is well-trained and doing all they can to delivery timely and accurate reporting.

control over the outcome of a potentially dangerous situation.

Advocate GME also comes complete with Title IX Manager and federal Clery Reporting workflows, giving HR offices and higher education institutions a trusted software to help them comply with key federal requirements. Symplicity partners closely with the U.S. Department of Education and highly reputable

and doing all they can to delivery timely and accurate reporting.

From a more traditional Human Resources perspective, Advocate GME offers Human Resources teams the ability to handle a variety of matters, including performance concerns, unscheduled absences or excessive lateness. The system can also scale to help staff address more serious issues, including allegations

With Advocate GME, human resources teams will see their productivity increase significantly, leaving more time to strategize and meet other important goals. Furthermore, the campus community will feel secure knowing that Advocate GME helps their staff address any reports related to security or impropriety. With this increased confidence, employees and students will be able to thrive on campus and reach their maximum potential.

WHO WE ARE

Symplicity is the market leader of student employability solutions. At Symplicity, we are deeply committed to partnering with the global higher education community to redefine student and institutional success by breaking down departmental silos and leveraging Symplicity's smart, innovative technology.

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