Possible questions and/or issues to consider further:

a. Is there a sufficient pedagogical nexus to the curriculum and expression at issue?
b. Does the expression at issue conflict with policies or standards of conduct?
c. Is the expression at issue being addressed (e.g. investigated, examined) because of its disruptive effect?
d. Is the expression at issue being addressed (e.g. investigated, examined) because of the content of the speech?
e. Any mitigating action by the faculty, such as giving trigger/content warnings of the possibly provocative content?

Possible questions and/or issues to consider further:

a) Did the complaining party participate in protected activity that is covered under a retaliation provision?
b) Did the complaining party experience a form of adverse action?
c) If yes to (A and B), was the adverse action taken BECAUSE OF protected activity in which the complaining party was engaged in? (Causal connection?)
d) Did the person of concern offer a non-retaliatory or non-discriminatory reason for the action taken?
e) If yes to (D):
   • Was this reason legitimate; or
   • Was this reason possibly pretext for retaliation or discrimination?