



Office of Compliance  
UNIVERSITY OF WISCONSIN-MADISON

**Notice of Investigation**

June 9, 2025

Aphra Mednick  
Associate Dean  
Division of Continuing Studies  
aphra.mednick@wisc.edu  
*via email*

The Office of Compliance has received information alleging Aphra Mednick, Associate Dean, Division of Continuing Studies, as an individual and on behalf of the Accelerated Learning Program (ALP), may have violated [Regent Policy Document 14-6 Discrimination, Harassment, and Retaliation](#) (RPD 14-6) by engaging in prohibited discrimination on the basis of disability. The specific allegations are as follows:

*After her disabled minor daughter Nikhita (Kitty) Steward-Trivedi was accepted into the Summer 2024 Badger Precollege ALP, Lina Trivedi requested that the ALP provide her daughter with accommodations, one of which was an aide to assist Kitty in the classroom. Ms. Trivedi was notified on June 19, 2024 that the university did not have a classroom aide for her daughter and was directed to the State of Wisconsin Division of Vocational Rehabilitation (DVR).*

*Subsequently, Ms. Trivedi was not provided any additional information or guidance to receive approval for a classroom aide for Kitty and, instead, on June 28, 2024, Dean Mednick emailed Ms. Trivedi that the ALP could not accommodate a classroom aide and Kitty would be unenrolled from the ALP, resulting in a failure to accommodate and denial of participation in the ALP.*

This document serves as notice that the above allegations will be investigated to determine whether RPD 14-6 has been violated:

- A. **Discrimination:** Conduct that adversely affects any aspect of an individual's employment, education, or participation in an institution's activities or programs, or has the effect of denying equal privileges or treatment to an individual on the basis of that individual's protected status or another category as defined in this policy.

Please note that we have not reached any conclusions as to the truth of any of the allegations described above. You can learn more about the [investigative process](#) on the Office of Compliance (OC) website.

### **Investigation Process:**

The OC investigators do not advocate for either named party (i.e., complainant or respondent). As part of the investigation the OC will collect evidence and materials relevant to the allegations, including policies, procedures, designated records, as well as party and witness statements. Parties are requested to provide evidence, including witness names, written communications, and any other documentation they believe is relevant to the investigation.

Once the OC has completed its investigation, parties will be permitted to review an Initial Investigative Report that will incorporate information and evidence the investigator believes to be relevant to the allegations. After receiving party feedback from the Initial Investigative Report, the investigator will issue a Final Investigative Report that will include findings regarding what, if any, policy violations occurred (i.e., a finding of "responsible" or "not responsible" for each charge) and whether or not to recommend one or more disciplinary sanctions.<sup>1</sup> A finding of responsibility for policy violations are based on a "preponderance of the evidence" (i.e., more probably true than not true).

### **Retaliation Prohibited:**

Retaliation by any student or employee is prohibited. Retaliation is an adverse action taken against an individual in response to, motivated by or in connection with an individual's complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting.

### **Support and Assistance:**

We understand that this notice and the disciplinary process can be stressful and upsetting. The University has a variety of resources available to employees and students, including:

- [Employee Assistance Office](#) (EAO) helps employees maintain and enhance their personal and professional lives and offers services to promote emotional well-being. EAO has resources to help with many types of issues. This office will keep information as confidential as the law allows.
- [LifeMatters](#) provides a wide variety of resources including training, financial and legal consultation, time saving searches, 1–5 sessions with a counselor for personal or work-related issues, and management consultation regarding workplace concerns.

If you have questions or concerns about this Notice of Investigation or would otherwise

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<sup>1</sup> Sanctions may range from a written warning to dismissal from employment and may include change in duties, increased oversight, exclusions from places or programs and activities, or unpaid suspension.

like to speak with me, you can contact me at [emily.stenhoff@wisc.edu](mailto:emily.stenhoff@wisc.edu) or 608-265-9690.

Sincerely,

A handwritten signature in black ink that reads "Emily Stenhoff". The signature is written in a cursive style with a large, stylized initial "E".

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Emily Stenhoff, JD  
Civil Rights and Compliance Investigator  
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