Report Made to the Title IX Division

Initial Assessment

OIE determines whether the alleged conduct falls under Policy

NO → Report may be referred to other University offices

→ Confirmation of Receipt to Complainant or Reporter

YES ↓

Case Management

OIE reaches out to the Complainant to offer appropriate supportive measures and explain resolution options.

Request a support-only resolution

- Supportive measures are provided and case is closed.
- Title IX Coordinator may file a Formal Complaint. Case will proceed as if the Complainant filed a Formal Complaint (Complainant does not have to participate).

File a Formal Complaint

OIE determines applicable Policy definitions and available resolution process(es). Notice of Allegations is issued to both Parties. Parties may be accompanied by an advisor of their choice to any meeting.

Formal Investigation

Interviews conducted and evidence collected.

Evidence shared with both Parties and advisors.

Investigative Report issued.

Informal Resolution

Common types include: Administrative Resolution, Mediation, and Restorative Justice.
Both Parties must consent in writing and OIE must approve.

Dismissal

Both Parties are informed of the basis for dismissal in writing and may appeal.

Title IX Hearing

- Required for all Formal Complaints that contain one or more allegation(s) of Title IX Sexual Harassment.
- Parties may call witnesses and advisors may conduct questioning in addition to the Hearing Panel.

Related Misconduct Hearing Options

- One or both Parties request a hearing. Hearing is conducted. Only the Hearing Panel may ask questions of the Parties. Witnesses may not participate; or
- Neither Party requests a hearing. Recommendation in the Investigative Report becomes final.

Decision

Both Parties will be notified of the final decision and, if applicable, sanction in writing.

Appeal Process

Both Parties may appeal a Hearing Panel decision and/or sanction. The determination of the Appellate Panel is final.

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