

Report is made online, by email or phone, OR in-person

Informal Resolutions may be pursued after this point, with written consent of all parties, upon approval by the Title IX Coordinator

After receipt of a report, the Title IX Coordinator may refer case for threat assessment. If threat exists, an emergency removal may occur. After emergency removal, a show cause hearing takes place.

Title IX Coordinator reaches out to Complainant to explain process, offer supportive measures, and explain Formal Complaint options

Formal Complaint is signed by Complainant or Title IX Coordinator

If a condition that prompts mandatory or permissive dismissal occurs, the Formal Complaint may be dismissed or referred for an alternate resolution

If an appeal occurs, Appeals Officer determines whether the Complaint should be reinstated.

If no one appeals, Case Closed.



Equal Opportunity, Harassment and Nondiscrimination Policy Resolution Process

Complainant declines to file a Formal Complaint

Investigators assigned and Notice of Investigation and Allegations (NOIA) sent to all parties

Investigative Report + any comments or responses from parties is sent to decision makers.

Any pre-hearing relevancy determinations are made.

If appeal granted, the case is sent back for re-hearing or re-investigation.

Title IX Coordinator determines whether to file Formal Complaint

Parties and witnesses are interviewed. Evidence is gathered.

Live Hearing is scheduled.

Live Hearing occurs.

Appeal denied. Findings and any sanctions are final.

If not, case closed. Supportive measures are continued.

Investigators begin working on Investigative Report

Investigative Report is sent to all parties.

Decision makers deliberate and issue a written determination of findings and sanctions (or recommended sanctions).

If sufficient, Appeals Officer reviews hearing materials or other relevant information.

Supportive Measures are available to all parties throughout the duration of this process.

Follow-Up Interviews Occur

Title IX Coordinator reviews Investigative Report to ensure completeness.

Parties accept Finding.

One or both parties appeal.

Appeals officer reviews appeal grounds for sufficiency.

If not sufficient, appeal denied. Findings and any sanctions are final.

Draft Investigative Report shared with all parties, along with all directly related evidence, for a minimum of 10 days

Investigator finalizes Investigative Report, including incorporating any necessary changes or additions based on the feedback from the parties