Equity and Title IX Reporting and Response **Process**

Report received at american.guardianconduct .com/incident-reporting by the Office of Equity and Title IX (OETIX).

OUTREACH

Email is sent to potential complainant (the person who experienced the harm) offering an intake meeting.

NO RESPONSE TO OUTREACH

Complainant informed by email about supporting resources and reporting options and matter closed.

INFORMAL RESOLUTION

· Addressing the respondent (person who

perpetrated the alleged harm) directly

• Educational and training programs

• Facilitating meetings by OETIX with the parties

***Note: Informal resolution is not permitted for allegations of sexual assault, dating or domestic violence, or stalking, or for cases filed by a student against an employee.

May include:

Mediation

INTAKE AND ASSESSMENT

Informational meeting is scheduled to gather facts about the alleged harm and to provide information about resources (confidential and non-confidential), supportive measures, and the formal and informal resolution processes, and consideration of need for emergency removal and administrative leave. Information gathered will be assessed to determine next best steps.

explaining the allegations that will be

FORMAL RESOLUTION

A notice is issued to the parties involved investigated.

DISCRIMINATION AND NON-TITLE IX SEXUAL MISCONDUCT POLICY

SUPPORTIVE MEASURES

To ensure safety, non-retaliation, and the ability

of individuals to continue their participation

written no-contact orders and alternative academic, work, or housing arrangements.

in the university's programs. Examples include

Investigation:

A university investigator conducts an investigation by:

- Interviewing parties and witnesses
- Collecting and reviewing other relevant evidence
- · Preparing an investigative report with findings

After the investigation is complete, the assistant vice president of equity and Title IX issues the outcome of the investigation including whether there was a finding of policy violation.

SANCTIONS

Sanctions are only imposed for responsible findings. The sanction process will depend on the nature of the conduct and the status of the respondent.

APPEALS

Both parties have the option to appeal the final decision.

TITLE IX SEXUAL HARASSMENT POLICY

Investigation:

A university investigator conducts an investigation by:

- Interviewing parties and witnesses
- · Collecting and reviewing other relevant evidence
- Preparing a draft investigative report

Review of Preliminary Investigative Report:

Parties review the draft investigative report and respond to content.

Final Report:

The investigator presents the final report to both parties, their advisors, and the hearing panel.

SANCTIONING PANEL

A separate three-person panel recommends

sanctions for the respondent and those

sanctions are issued.

FINDING OF RESPONSIBILITY

If the hearing panel makes a finding of responsibility (for a violation of the policy), a sanctioning panel is convened.

FINDING OF NOT RESPONSIBLE

If the hearing panel finds the respondent not responsible for a policy violation, this decision is issued to the parties.

LIVE HEARING

A three-person panel composed of faculty and staff hold a live hearing.

The panel considers all evidence and determines, by a preponderance of the evidence, whether a policy violation occurred.