

Title IX Process Flow

Complainant Files a Report

Title IX coordinator or deputy Title IX coordinator determines if policy applies.
Discuss supportive measures and resources.

If Title IX policy **does not** apply, one or more of the following may occur:

Complaint dismissed; both complainant and respondent notified

Complainant is referred to another department (e.g., Human Resources or Student Life)

If Title IX policy **applies**, there are two resolution processes:

Formal Resolution

1. The Title IX coordinator will determine if a formal resolution process is appropriate, notify both parties about policy and procedures and determine if interim measures are applicable.

2. Title IX coordinator will open an investigation and appoint an investigator who will interview the complainant, respondent and any appropriate witnesses.

3. An initial report will be created. The complainant and respondent will be given an opportunity to review the investigation report and provide/submit additional comment.

4. Hearing procedure will commence. The hearing will provide an opportunity for the complainant and respondent to present their testimony. The parties may have an advisor of their choice during the hearing.

5. The hearing officer will determine if the policy has been violated and submit a final written report to the Title IX coordinator.

6. The Title IX coordinator will communicate a Notice of Outcome with investigative findings, any sanctioning imposed and information about the appeals process to the parties involved.

Informal Resolution

Title IX coordinator will determine if an informal resolution process is appropriate and notify both parties.

Note: Title IX coordinator, complainant and respondent must all agree on the resolution method for informal resolution. The informal resolution process will not be used to resolve an allegation of sexual assault or allegation that a nonstudent employee sexually harassed a student.