Conduct that falls under the University’s Policy on Prohibited Sexual Harassment under Title IX is addressed by the Procedures that accompany the Policy. This flow chart is designed to give an overview of the Procedures. You’re encouraged to reach out to the Gender Violence Services Coordinators (Confidential Resource) or the Report and Response Coordinators for help navigating through these Procedures.

Does the Reporting Party want to request an investigation of reported conduct (i.e., file Formal Complaint)?

- **YES**
  - Written notice to Responding Party and Reporting Party

- **NO**
  - Supportive measures*

  *Supportive measures are available to both parties during entire process.

  In limited circumstances, the Title IX Coordinator may initiate a Formal Complaint or the University may be compelled to investigate a report under other relevant procedures. Please review the policies in full for more detail.

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Do both parties agree to an Informal Resolution?

- **YES**
  - Parties agree to an Informal Resolution
  - University must deem appropriate
  - Voluntary process for both parties
  - If unsuccessful, matter returns to investigation

- **NO**

  Informal Resolution

  Formal Investigation

  Parties agree to an Informal Resolution

  • University must deem appropriate
  • Voluntary process for both parties
  • If unsuccessful, matter returns to investigation

  EOC investigation (i.e., evidence gathering, witness interviews)

  • Parties review all evidence
  • Parties review investigation report

Live Hearing

- Hearing Panel of three administrators
- Parties and witnesses must be present for information to be considered
- Cross-examination by party’s advocate or by University-provided advisor if no advocate
- Panel determines outcome

Is the outcome accepted by both parties?

- **YES**
  - Outcome is final

- **NO**
  - Appeals Process

  - Either party appeals
  - Appeals Officer

  Does Appeals Officer affirm outcome?

- **YES**
  - Returns to Hearing Panel
  - Convenes new Hearing Panel

- **NO**
  - Outcome is final

Formal Complaint can be dismissed at any time prior to outcome of Hearing. Either party can appeal dismissal. Appeals Officer may affirm or return to formal process.