

## Quick Guide to Alternative Resolutions

This is intended to be a brief guide. Please carefully review the Office of Equal Opportunity & Title Procedures at: [https://www.du.edu/equalopportunity/policies\\_procedures/index.html](https://www.du.edu/equalopportunity/policies_procedures/index.html), Alternative Resolutions at Section IX(E).

### Q: What is an Alternative Resolution?

Not every Equal Opportunity or Title IX complaint must result in a formal investigation. Because every issue is different and everyone heals in different ways, people have options beyond a formal investigation, these options are called Alternative Resolutions.

### Q: Is Alternative Resolution the same thing as mediation?

No. Mediation is one *type* of Alternative Resolution, but alternatives can take many forms designed to meet the needs of the parties and protect the community. The Office will never force any person to participate in mediation. Alternatives will vary by case, but some examples include:

- Long term no contact order
- Long term location restriction
- Education, training or coaching appropriately related to the conduct
- The Restorative Justice program facilitated by Campus Life and Inclusive Excellence or a qualified individual
- Facilitated dialogue between parties facilitated by a qualified individual
- Facilitated dialogue between parties facilitated by a qualified individual
- Indirect confrontation between the parties facilitated by a qualified individual
- Impact panels and talking circles

### Q: Is an Alternative Resolution the same thing as a formal disciplinary action?

No. If both the complainant and respondent want to resolve the complaint through an Alternative Resolution and the respondent successfully completes the terms of the resolution, the violation does not appear on the respondent's DU student disciplinary record or employment disciplinary record.

### Q: What happens if an Alternative Resolution is not successfully completed?

If either party does not follow through or successfully complete the terms of the Alternative Resolution, the Office can continue moving forward with the formal investigation process. The Title IX Coordinator or Director of Equal Opportunity makes the final determination as to whether an alternative was successfully completed.

### Q: When can an Alternative Resolution be used instead of a formal investigation?

Before a complaint can be resolved through an alternative, a few things must happen:

1. The complainant must consent to Alternative Resolution; and
2. The respondent must consent to Alternative Resolution; and
3. Both the complainant and respondent must agree that there is no dispute of facts over what occurred leading to the complaint; and
4. The Title IX Coordinator or Director of Equal Opportunity must agree that an Alternative Resolution is appropriate for the case.

### Q: Can I be forced into an Alternative Resolution?

No. Alternative Resolutions are voluntary for both the complainant and the respondent. The Office will never force a person to participate in an Alternative Resolution or force the parties to have face-to-face contact against their wishes. Not only must the complainant and respondent agree that they want to use an Alternative Resolution; they must also both agree to the type of Alternative Resolution that they want to use. Either party can request to end Alternative Resolution at any time.

### Q: Is there anyone I can talk to about whether an Alternative Resolution is right for me?

Yes. The Office encourages the complainant and respondent to fully discuss their options with an advisor of their choice before making any decision about whether to use an Alternative Resolution. Some resources offered on campus include:

[Center for Advocacy, Prevention and Empowerment \(CAPE\)](#)

Phone: 303.871.3853

[Health & Counseling Center \(HCC\)](#)

Phone: 303.871.2205

[Student Outreach & Support \(SOS\)](#)

Phone: 303.871.4724

[Employee Assistance Program \(EAP\) at HCC](#)

Phone: 303.871.2205

[Ombuds Office](#)

Phone: 303.871.4712