



# FORMAL RESOLUTION - TITLE IX SEXUAL HARASSMENT

## INVESTIGATION

### *At the beginning of the resolution process:*

1 WRITTEN NOTICE to the Complainant and the Respondent.

2 TRAINED INVESTIGATOR(S) will conduct a prompt and equitable investigation with equal opportunity to be heard, submit evidence, & identify witnesses.

3 ADVISOR AND SUPPORT PERSON may accompany, support, and advise each party.

### *At the conclusion of an investigation:*

Investigator will make available to the Complainant and Respondent all available evidence obtained during investigation.

Complainant and Respondent have ten (10) business days to submit a written response to the evidence.

Investigator will consider any additional response submitted prior to the conclusion of the investigation.

Investigator will prepare an **Investigation Report** which fairly summarizes the information and conducts an objective evaluation of all relevant evidence, both inculpatory and exculpatory

Title IX Coordinator will send the **Investigation Report** to the parties and provide each ten (10) business days to review and respond to the **Investigation Report**.

## HEARING

### *Hearing before Hearing Officer:*

Title IX Coordinator will appoint a trained, impartial **Hearing Officer** who is provided the **Investigation Report** and evidence.

If party does not have **Advisor** at the Hearing, University will appoint an advisor of the University's choice.

**Hearing** with cross examination of parties and witnesses by **Advisor**. **Hearing Officer** CAN consider information from individuals who do not participate in hearing.

## WRITTEN DETERMINATION

**Hearing Officer** will issue a **Written Determination Letter** to the parties following the Hearing that identifies all potential policy violations, whether there is sufficient evidence to support a finding of Responsibility, the findings of facts, rationale for determination. If there is a finding of Responsibility, the **Outcome Council** or **Decision Maker** for Disciplinary Action will determine the sanction.

The **Written Determination** may be appealed to an **Appeal Officer**. Any sanction issued by the **Outcomes Council** or **Decision Maker** for Disciplinary Action will not take effect until the conclusion of the **Appeal**.

Typically, the period from commencement of an investigation through resolution (finding and sanction, if any) will not exceed 90 business days. This time frame may be extended for good cause.

A REPORT TO LAW ENFORCEMENT MAY BE MADE AT ANY POINT THROUGHOUT THIS PROCESS  
RESOURCES AND SUPPORT ARE AVAILABLE THROUGHOUT THIS PROCESS