Title IX Sexual Harassment

Complaint Resolution Procedures

Time frame of process from this point forward: 90-120 days.

Complainant Informed of Rights, Options & Process by Title IX Personnel or Designee

Informal Process

Formal Process

Complainant Decides to Pursue Formal vs Informal Process

INVESTIGATION

Supportive/Interim Remedies

Appeal

Support

Report Shared by Third Party or Complainant with Title IX Office or Confidential Resource

Complainant agrees to assessment, report & review

Complainant Submits Formal Written Signed Complaint for Either Process Below

Assessment & Review

Final Report Provided to Hearing Chair

Live Hearing Held with Complainant, Respondent, Advisor, Hearing Panel, Witness(es), if warranted

Parties Review and Comment on Draft Report to Investigator (10 days)

Parties Provided Final Report and Relevant Evidence (10 days prior to hearing being held)

Findings of Hearing Panel Upheld or Changed

If no Finding

Case Incident Closed

Report Filed Away, if applicable

Support Continues

Both Parties Sign Document in Agreement to Engage Informal Process

Parties may Elect to Pursue Formal Process Anytime Prior to Conclusion of Informal Resolution

Parties Sign Agreement to Engage Formal Process

Investigation Begins

Finding of Hearing Panel Reaches out to Share Resources & Offer to Meet

Determine if Immediate Intervention or Supportive Remedy is Necessary

If yes, Coordinate Support/Implement Intervention or Accommodation.

If no, Engage next steps according to Complainant’s wishes

Process Ends/Report Filed Away, if applicable

Both Parties Sign Document in Agreement to Engage Informal Process

Appeal to LFC Human Resources, VP Student Services, or Dean of Faculty

Provide Results to Both Complainant and Respondent

Human Resources, VP Student Services, or Dean of Faculty

Investigation & Hearing

Final Report Provided to Hearing Chair

Appeal & Final Resolution

RESOLVED