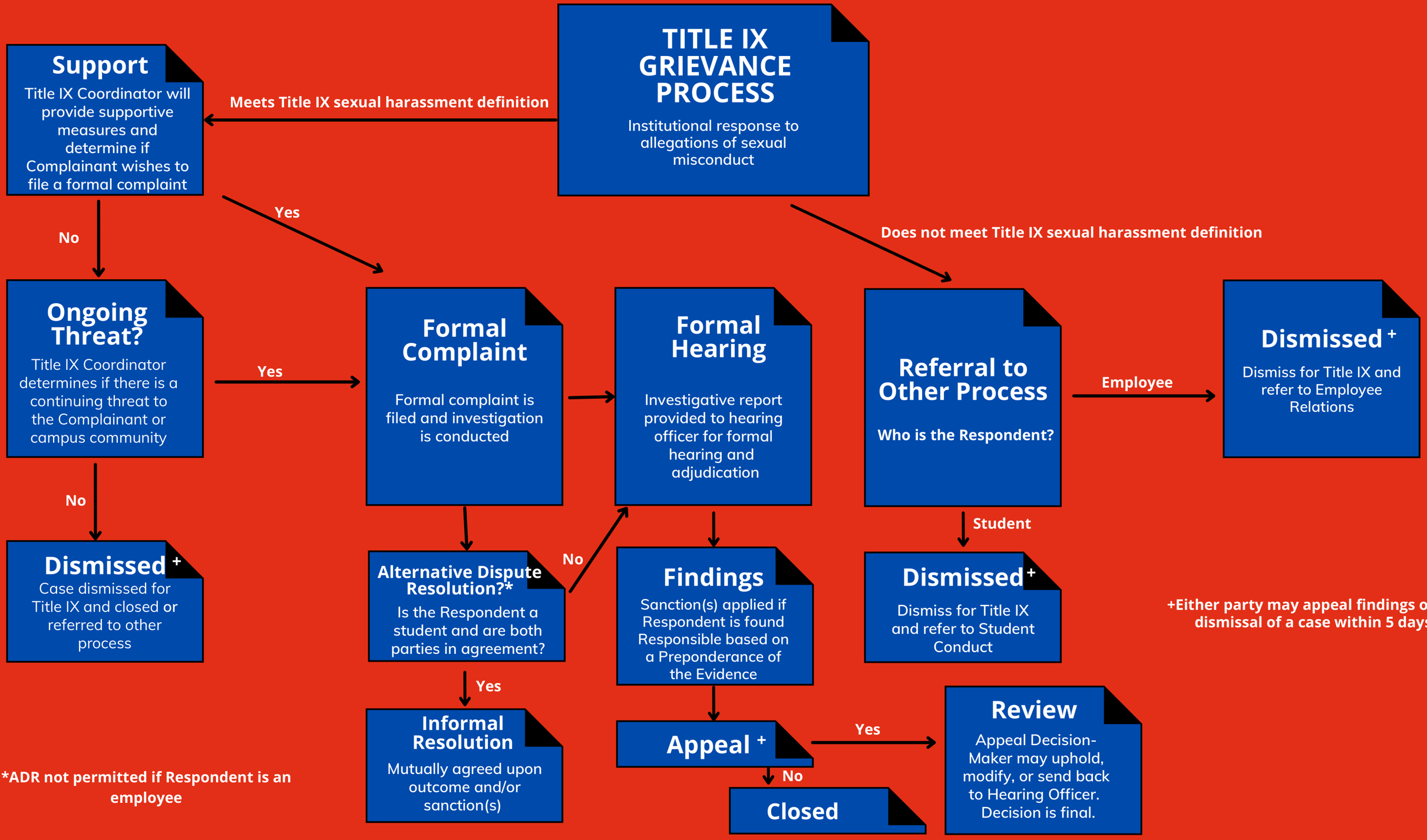
TITLE IX GRIEVANCE PROCESS
Institutional response to allegations of sexual misconduct
Meets Title IX sexual harassment definition
Does not meet Title IX sexual harassment definition
Support
Title IX Coordinator will provide supportive measures and determine if Complainant wishes to file a formal complaint
No
Yes
Ongoing Threat?
Title IX Coordinator determines if there is a continuing threat to the Complainant or campus community
Yes
No
Dismissed +
Case dismissed for Title IX and closed or referred to other process
Formal Complaint
Formal complaint is filed and investigation is conducted
Alternative Dispute Resolution?*
Is the Respondent a student and are both parties in agreement?
No
Yes
Informal Resolution
Mutually agreed upon outcome and/or sanction(s)
Formal Hearing
Investigative report provided to hearing officer for formal hearing and adjudication
Findings
Sanction(s) applied if Respondent is found Responsible based on a Preponderance of the Evidence
Appeal +
Yes
No
Closed
Review
Appeal Decision-Maker may uphold, modify, or send back to Hearing Officer. Decision is final.
Referral to Other Process
Who is the Respondent?
Employee
Student
Dismissed +
Dismiss for Title IX and refer to Employee Relations
Dismissed +
Dismiss for Title IX and refer to Student Conduct
*ADR not permitted if Respondent is an employee
+Either party may appeal findings or the dismissal of a case within 5 days.