The Office of Equal Opportunity and Title IX Programs

Employee Respondent Sexual Misconduct Process (v. 8.2020)

Office of Equal Opportunity and Title IX Programs receives notice of Prohibited Conduct.

Investigator has initial meeting with Complainant.

Complainant or Title IX Coordinator signs a Formal Complaint.

The Notice of Allegations is sent to both parties.

Investigation Coordinator makes a determination regarding the Formal Complaint. See Formal Complaint Flow Chart.

If Respondent disassociates from the University at any point after an investigation is initiated, but before a final outcome is issued, the Title IX Coordinator may dismiss the Formal Complaint.

If the Formal Complaint is dismissed under both the Title IX and Sexual Misconduct Process, there is no investigation. Complainant remains eligible for Supportive Measures.

For Staff Respondents, there is no right to an appeal.

For Faculty Respondents, any right to appeal will be pursuant to the Faculty Handbook.

A determination is made regarding whether the evidence more likely than not supports a Policy violation. If the employee is responsible for a Policy violation, employment sanctions will be determined.

Investigators interview parties and witnesses and request inculpatory and exculpatory evidence directly related to the allegations in the Formal Complaint.

Upon agreement by the parties, Informal Resolution may be utilized at any point prior to a final outcome to resolve the Formal Complaint.

Investigation proceeds under the Sexual Misconduct Process. If the Complaint involves an employee as both Complainant and Respondent, the process will follow the Equal Opportunity and Discriminatory Harassment Policy as described in the Sexual Misconduct Process.