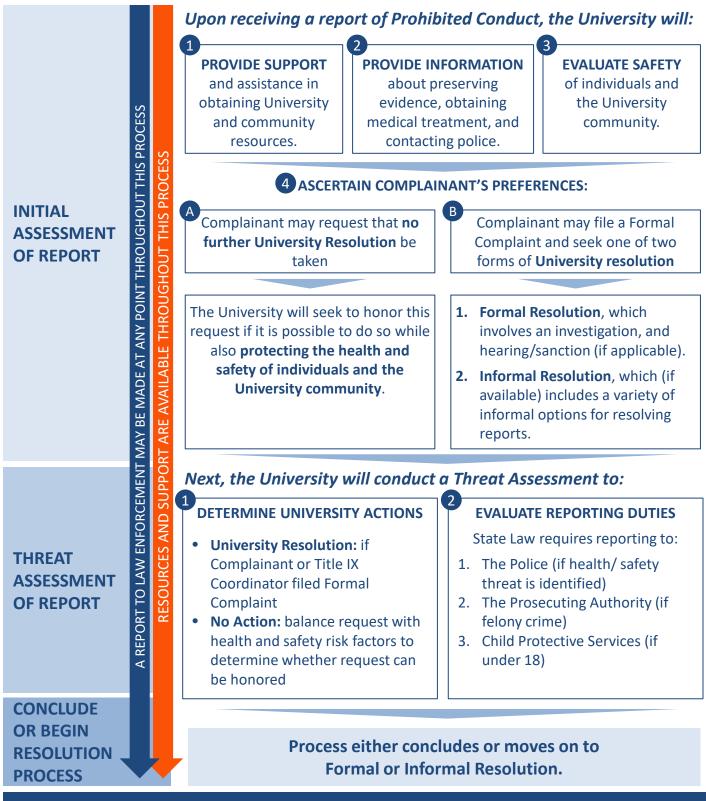
# THE PATH OF A REPORT – GRIEVANCE PROCESS





The University also offers access to confidential resources for students and employees who are unsure about whether to report Prohibited Conduct, or to any student or employee seeking counseling or other emotional support throughout this process.



A REPORT TO LAW ENFORCEMENT MAY BE MADE AT ANY POINT THROUGHOUT THIS PROCESS

RESOURCES AND SUPPORT ARE AVAILABLE THROUGHOUT THIS I

# At the beginning of the resolution process:

WRITTEN NOTICE to the Complainant and the Respondent.

**TRAINED INVESTIGATOR(S)** will conduct a prompt, thorough, fair, and impartial investigation with equal opportunity to be heard, submit evidence, and identify witnesses.

#### ADVISOR OF CHOICE

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may accompany, support, and advise each party.

### At the conclusion of an investigation:

Investigator will prepare a **Draft Investigation Report** summarizing the information gathered, without recommend finding(s). Investigator will send the Draft Investigation Report and all accompanying materials to the Complainant and Respondent. Complainant and Respondent each have **10 business days** to review and respond to the **Draft Investigation Report**.

Investigator will prepare a **Final Investigation Report** which will include a recommendation as to whether or not there is sufficient evidence to support a finding of responsibility for Prohibited Conduct by a Preponderance of the Evidence. Title IX Coordinator will send the Final Investigation Report to the parties and provide each 10 business days to review and respond to the Final Investigation Report.

## Hearing before Decision Maker:

Title IX Coordinator will appoint a trained, impartial **Decision Maker** who is provided the **Final Investigation Report** and evidence. If party does not have Advisor at the Hearing, University will appoint an advisor of the University's choice. Live Hearing with cross examination of parties and witnesses by Advisor. Information not subject to cross cannot be relied upon by Decision Maker.

Decision Maker will issue a Written Determination Letter to the parties within 10 business days 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, any disciplinary sanctions, and the procedures and bases for appeal.

The **Written Determination** may be appealed to an Appeal Officer. Any sanction issued by the **Decision Maker** 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.