What Happens When You Report?

Terms:

DOS Representative
Staff members under the Dean of Student's office trained to support students who are experiencing significant challenges.

Title IX Coordinator
Responsible for ensuring compliance with Title IX regulations, including overseeing the handling of complaints and formal investigations.

Complainant
The student who initaites a report or is the person who experienced the report of discrimination, harassment, or sexual misconduct.

Respondent
The student accused of alleged misconduct..

Report Submitted

A student reports sexual misconduct. Report goes to the **Dean of Students Office (DOS**) and the **Office for Institutional Equity (OIE).**

DOS Sends Initial Outreach

The student harmed receives an email with support resources and options

- You are **always** in control of how/when you respond.
- No time limit to reply or access resources.
- You do **not** need to file a formal complaint to receieve resources.

If student responds...

The student can meet with a DOS staff member to explore

- Supportive Measures
- Response Options

Supportive Measures

Supportive measures are non-disciplinary help for safety/wellbeing such as:

- Academic flexibility
- Housing changes
- No-contact orders

Request for Additional Options

You can ask about additional paths, including:

- Adaptable Resolution
- Formal Investigation

Adaptable Resolution

A voluntary, informal process to reach mutual understanding or agreement between the complainant and respondent.

This would be handled by the DOS representative.

You can choose this at **any point** in the process.
Ex:

- Respondent education
- Agreements for..

Formal Investigation

If the complainant **chooses*** to move forward with a formal investigation, the Title IX Coordinator will reach out to the student with next steps.

A formal investigation is a structured process to investigate the report and determine responsibility.

See next chart for the full process!

*In very rare circumstances the Title IX Coordinator may need to move forward with a formal investigation without the complainant. choosing. The complainant would not be mandated to be involved, and this circumstance would be discussed at length with the complainant prior to moving forward.

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Formal Investigation Process

Terms:

Hearing Officer
A neutral party that leads the hearing, reviews evidence, and makes the final decision.

Hearing Advisor
Someone who supports a student during the hearing process. They can help explain the process, provide guidance, and will ask questions on the student's behalf during the hearing.

Complainant
The student who initiates a report or is the person who experienced the reported discrimination, harassment, or sexual misconduct.

Respondent
The student accused of alleged misconduct.

Submit Formal Complaint

Submit through the OIE website of via email (DOS staff can help!)

Intake Meeting with OIE Investigator
To help understand the process, share relevant information.

Notice of Investigation
Both parties (the complainant and respondent) get written notice with details of the allegations and the process.

Information Gathering

Investigator collects evidence: messages, names, interviews, etc.

Review & Feedback
Each party can review the evidence and submit feedback.

The investigator may revise or gather more information if needed

Feedback process then repeats.

Final Investigation Steps

- Investigator summarizes findings in a report
- Report shared for review by both parties
- The report is sent to a hearing officer
- Hearing Advisor is assigned (if needed).

Hearing Process

The hearing is a stuctured, live proceeding where the Hearing Officer considers the evidence and presents a determination. More information on this process is available in the "Formal Hearing Process" Flow Chart.

After the Hearing

- **If Respondent is found Responsible:** Sanctions & remedies set by OIE & DOS
- **If Found Not Responsible:** Supportive measures and other supportive resources continue.
- **Appeals are available for both parties.**

Remember

At any point in the process you are able to request an adaptable resolution, or request supporitve measures only.

You are in control throughout the process.

Support is always available, no matter the path you choose.

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Invitation

Hearing officer will email both parties, inviting them to the prehearing conference.

Prehearing Conference

Takes place via Zoom.

Opportunity to talk about procedure, what to expect at the hearing including what witnesses want to be called.

Hearing date will be confirmed.

Hearing Commences

Takes place via Zoom.

Process

Each parties hearing advisor can make statements, ask questions to witnesses, and review the evidence.

In a Title IX Formal Hearing, "cross examination" will occur and be handled by each party's advisor.

In a non Title IX Formal Hearing, the Hearing Officer will ask questions of the parties.

Hearing Officer Makes Determination

After the hearing, the hearing office will review the evidence and make a final determination regarding responsibility.

This will be provided in writing to both parties.

Appeal Available

An appeal process is available for either party following the Hearing Officer's final determination.

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