Title IX Process
Formal Resolution Process

Investigator is assigned by Title IX Coordinator; both Complainant and Respondent will be contacted individually to discuss next steps.

Title IX investigator will meet individually with Complainant, Respondent, and Witnesses to gather evidence including but not limited to interviews, text messages, social media posts, emails, etc.

Complainant and Respondent will be contacted individually to discuss next steps.

Investigator writes Investigation Report summarizing evidence.

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If allegation falls under sexual harassment

If allegation falls outside of Title IX but under the jurisdiction of the Policy (sexual assault, dating violence, domestic violence, stalking)

Live hearing. Decision maker hears evidence and determines if Respondent is responsible and determines sanctions for a policy violation.

Decision maker utilizes the Investigative Report and determines if Respondent is responsible and determines sanctions for a policy violation.

The Complainant and Respondent receive a Notice of Determination from the Decision Maker indicating whether there is sufficient evidence to find the Respondent responsible for violating University policy, with rationale for decision. The University uses preponderance of evidence standard (more likely than not).

One or both parties appeal within five (5) business days (if applicable, please see Policy for further details).

Neither Party appeals. If Decision Maker finds Respondent responsible, sanctions are implemented. If Decision Maker finds Respondent not responsible, no sanctions are implemented. (No further process)

Non-appealing party provided opportunity to review appeal letter and given ten (10) business days to submit response.

Investigation Report, Notice of Determination, and appeal letters provided to Appeal Officer.

Final decision issued by Appeal Officer. If Decision Maker finds Respondent responsible, sanctions are implemented. If Decision Maker finds Respondent not responsible, no sanctions are implemented. (No further process)