

Title IX Sexual Harassment Complaint Procedures

Title IX Definition of Sexual Harassment

- ❖ Quid pro quo
- ❖ Hostile environment
 - Reasonable person perspective
 - Severe and pervasive and objectively offensive
- ❖ Sexual assault, domestic violence, dating violence, stalking

TIX- Office of Title IX Programs and Gender Equity
SCS- Student Conduct Services
IP- Impacted party
RP- Responding party

Continual status updates to involved parties

If none of the behavior meets the definition of sexual harassment under TIX, a complaint may proceed under the student conduct process

Initial report received by TIX

Outreach to identified IP and review of information

Intake and evaluation

Formal complaint received

Document signed by IP

Document signed by TIX Coordinator

Decision

Complaints **may** be dismissed if:

- IP withdraws
- RP no longer affiliated
- Evidence unavailable

Informal resolution

Complaints **must** be dismissed if:

- Not education program or activity
- Conduct not sexual harassment
- Conduct occurred outside the U.S.

**A dismissal may occur after the investigation*

Option to appeal interim measures

Notice to parties (IP/RP) to include possible interim measures, investigation commences

Investigation concludes with investigative report forwarded to SCS for review and schedule of live hearing

Live hearing

Live hearing (can be virtual)

Hearing officer is decision maker

Preponderance of the evidence

Must allow cross-examination by advisor

Cannot consider statements not subject to cross examination

University will provide an advisor if required

Determination of responsibility made and shared with both parties, sanctions are assigned if finding of responsibility

Appeal

Procedural irregularity

New evidence

Conflict of interest

Complaint closed

Option to voluntarily engage in informal resolution