

TITLE IX INVESTIGATION AND HEARING PROCESS



- TIX office receives information
- TIX office contacts IP to share information on resources, reporting options, and process

- IP provides full statement and signs formal complaint and/or TIXC signs formal complaint requesting resolution through a formal investigation
- Behavior reported meets the TIX definition of sexual harassment
- Appropriate measures to minimize contact between parties may be provided by the University
- RP is placed on notice and given information on process and resources
- Parties may have support person and/or advocate throughout process

- Investigator meets with IP, RP, and witnesses separately and collects evidence through interviews and review of documentation and/or materials

- Investigation concludes and investigator drafts investigative report of all relevant information and is reviewed by Title IX Coordinator
- Investigative report and all evidence available for 10-day review and comment by IP/RP (and advisors) before becoming final

Prior to Hearing

- IP/RP and advisors are given all information that will be used at live hearing at least 10 days prior to hearing
- IP/RP identify hearing advisor or University appoints one for live hearing

During Hearing

- Hearing officer oversees live hearing where parties can ask questions of each other and witnesses through their advisors

- After hearing, determination of responsibility made based upon relevant information present at hearing
- Sanctions assigned if RP found responsible and remedies are issued to IP by TIXC
- Outcome shared with both parties

- Under limited circumstances a party may appeal the finding and/or sanction. For more information about appeals please visit https://titleix.colostate.edu/procedures/#_Toc47955463

Informal Resolution may be considered at any point prior to the hearing

TIX = Title IX
 TIXC = Title IX Coordinator
 IP = Impacted Party
 RP = Responding Party
 Parties = IP/RP