

Alternative Resolution Agreement

All informal processes, including Alternative Resolution, are outlined in Rutgers University’s *Title IX Policy and Grievance Procedures* (“*Title IX Policy*”). Alternative Resolution is designed to address the prohibited conduct, prevent its recurrence, and remedy its effects in a manner that meets the needs of Complainant while educating Respondent. All parties must understand and agree on the following elements for a successful Alternative Resolution:

- Participation in this process is voluntary and any party, or the Title IX Office, can choose to end the process at any time.
- Information shared during this process cannot be used as evidence if the case reverts to a University Title IX investigation.
- Information documented during this process can be subpoenaed if a criminal or civil process is initiated.
- This process will not be reflected in any student participant’s disciplinary record.
- If the University finds Respondent responsible for any violation(s) of the *Title IX Policy* or *Code of Student Conduct* in the future, this agreement can be considered in assigning sanctions.
- The University may charge Complainant or Respondent with “failing to comply with the reasonable and lawful directions of University officials” under section VI.E. of the *Code of Student Conduct* for failure to meet the requirements of this agreement.

Resolution Activities¹

Restorative Options

- Restorative Justice Conference
- Impact Statement Discussion
 - Response requested
- Mediation

Workshop Series

- Six- Part Behavioral Integrity Program
- Building Healthy Relationships
- Rolling with Rejection
- Consent Workshop
- Identity and Oppression
- Relationships in the Digital Age
- Let’s Talk About Gender Roles
- Neurobiology of Sexual Assault Webinar
- Alcohol Education Session

Individual Support

- Alcohol and Other Drug Assistance Program (ADAP)
- One-on-One Counseling

University Directive

- No Contact Order

Other

- _____

¹ See attached document for a description of each Resolution Activity.

By signing below, I indicate that I understand and agree to the requirements of this Alternative Resolution Agreement. I also understand and acknowledge that if I fail to complete the activities set forth above, I may be charged with *Failure to Comply with University Officials* under the *Code of Student Conduct*.

Complainant's Printed Name

Complainant's Signature

Date

Respondent's Printed Name

Respondent's Signature

Date

The Title IX Office has reviewed information related to this incident and determined this Alternative Resolution Agreement is appropriate and reasonable.

Title IX Staff Member's Name

Title IX Staff Member's Signature

Date

Restorative Options

Restorative Justice (RJ) Conference

RJ Conferences provide an opportunity for participants to come together to address harmful behavior using a process that explores harms, needs, and the necessary engagement to address those harms and needs. The process is designed to be neutral and make all parties feel safe. Working together, the parties decide how to repair the harm. This process is overseen by trained RJ facilitators.

Impact Statement Discussion

Complainant writes an impact statement that will be read in an individual meeting between Respondent and a VPVA staff member.

Request a Response

Respondent submits a written response to Complainant's impact statement.

Mediation

Mediation provides an opportunity to participants to come together to reach a resolution agreement, without discussing the specifics regarding the incident(s). This process is overseen by a trained mediator.

Workshop Series

Six- Part Behavioral Integrity Program

Topics: consent, gender roles, trauma, and sexual violence

Designed specifically for men, this program consists of six educational sessions focused on behavior and attitudes linked to sexual violence. The objective is to encourage change to participant attitudes and behavior by providing information, facilitating discussion, and activities. Participants must attend all six sessions over a designated six-week period while also completing reflection and writing assignments.

Building Healthy Relationships

Topics: components to healthy relationships, communication, communication style

Everyone deserves to have happy and healthy intimate relationships; however, not every relationship fits this ideal. This workshop series will include exercises to help participants think about their own communication style and explore the dynamics that cause violence in intimate relationships.

Rolling with Rejection

Topics: cognitive and emotional impact of rejection

Participants will explore what rejection does to us and the role that expectations and entitlement play. Alternative perspectives for coping with rejection and identifying prosocial behaviors will be explored.

Consent Workshop

Topics: components of consent

This program will explore the definition of consent and how to give and receive consent in sexual situations.

Identity and Oppression

Intended for: communities of color, LGBTQ+, those with intersecting identities, and persons from historically marginalized communities

This workshop series identifies and analyzes how systemic oppression from outside sources has created unhealthy dynamics, cultural norms, and violence from both outside and within marginalized communities. Participants will share personal experiences and foster unity as a way to change the norm for the future and break generational patterns.

Relationships in the Digital Age

Topics: Use and abuse of technology in relationships

This workshop series will explore healthy, unhealthy, and abusive uses of online technology with dating and relationships, along with understanding how to balance wellness and mindfulness within this digital/online era.

Let's Talk About Gender Roles

This program focuses on uncovering the current construct of learned gender roles. After increasing the understanding of learned gender roles, participants will work together in redefining a new and healthy construct.

Neurobiology of Sexual Assault Webinar

This is an educational webinar presented by the United States Department of Justice. This presentation discusses the research on the neurobiology of trauma and the criminal justice system response to sexual assault, as well as the underlying neurobiology of traumatic events, and its emotional and physical manifestation. The webinar is free of charge and can be accessed through the following link: [Neurobiology of Sexual Assault Webinar](#).

Participants will need to submit a brief summary of the webinar to the Title IX office to demonstrate completion and understanding.

Alcohol Education Session

This 1-hour workshop is focused on alcohol education and understanding the impact of consumption levels on a person's decision-making ability.

Recommended Individual Support

Alcohol and Other Drug Assistance Program (ADAP)

This assessment typically consists of two meetings. During the meetings, the participant will work with a counselor to identify elements of risk in their decision-making regarding alcohol and/or other drugs, develop strategic alternatives to consuming alcohol and/or other drugs in social

situations, and recognize high-risk behaviors regarding substance abuse. The participant must then abide by the treatment recommendations made by the person conducting the assessment.

One-on-One Counseling

Agreement to attend at least one counseling meeting at CAPS, a free and confidential resource for all Rutgers students.

Dean of Students Consult

The participant will meet with the Dean of Students to discuss any issues and concerns that may be connected to a Title IX case.

University Directive

No Contact Order

This is an official directive from Rutgers University that serves as notice to an individual that they must not have verbal, electronic, written, or third-party communications with another individual. The No Contact Order is mutual and both parties will receive a copy of the directive.

Other

Any additional options proposed by Complainant or Respondent and approved by the Title IX Office.