

FORMAL PROCESS

OBJECTIVE

A determination is made as to whether RP violated the university's Title IX Policy and/or Code of Student Conduct.

Goal is to answer: What policies, if any, were violated? Does a preponderance of the evidence support a finding of responsibility? If so, what is the appropriate sanction?

PROCEDURAL OVERVIEW

The Title IX Office conducts an investigation and disciplinary hearing. A trained Decision-Maker determines RP's responsibility and sanctions, if applicable. Either party can appeal the decision and/or sanctions.

COMPLAINT PARTY (CP) INVOLVEMENT

CP is asked to participate in one or more investigative interviews, review their interview statement, provide evidence, review an investigative report, and attend a disciplinary hearing.

RESPONDING PARTY (RP) INVOLVEMENT

RP is asked to participate in one or more investigative interviews, review their interview statement, provide evidence, review an investigative report, and attend a disciplinary hearing. RP has the right to decline participation, but the process will continue.

OUTCOME/ CONSEQUENCES

If RP is found responsible, consequences may include active sanctions (i.e. educational workshops, apology letter, reflection paper) and/or inactive sanctions (i.e. probation, suspension, expulsion). If RP is found not responsible, no sanctions are given.

TYPICAL LENGTH

Generally, no longer than 90 business days after the filing of the Formal Complaint, excluding all appeals processes.



INFORMAL PROCESS

OBJECTIVE

No determination is made about whether RP violated university policy; the focus is on repairing harm through education.

Goal is to answer: What is the harm? Who is responsible for the harm and how can they accept responsibility for causing it? What can they do to repair the harm and/or rebuild trust?

PROCEDURAL OVERVIEW

CP proposes resolution option(s) and RP voluntarily agrees or declines. If the parties agree, they sign an agreement and satisfy its terms. (This process can be terminated by any party, or by the Title IX Office, at any time. The case may then be resolved through the formal process.)

COMPLAINT PARTY (CP) INVOLVEMENT

CP has flexibility to choose their own level of participation: none, minimal, or full participation.

RESPONDING PARTY (RP) INVOLVEMENT

RP voluntarily agrees to the terms of the resolution agreement. Specific participation depends on which resolution options are chosen. RP must fulfill all terms of the agreement, and can be held accountable under the Code of Student Conduct for failing to do so.

OUTCOME/ CONSEQUENCES

CP and the Title IX Office choose the consequences, with RP's agreement. Consequences are non-disciplinary and typically educational in nature, and may include workshops, apology letter, reading/listening to an impact statement, or discussing the incident within a facilitated dialogue.

TYPICAL LENGTH

Length depends on which resolution options the parties choose. However, the Informal Process generally results in quicker resolution than the Formal Process.