

### Investigation

### Alternative Resolution

	Investigation	Alternative Resolution
<b>Complaint Party (CP)</b>	CP provides a statement to Title IX Investigators, receives notice of the outcome of the investigation, and, if applicable, may participate in a hearing and appeal process.	CP may choose among options that include no participation, minimal participation, or full participation.
<b>Responding Party (RP)</b>	RP provides a statement to Title IX Investigators, receives notice of the outcome of the investigation, and, if applicable, may participate in a hearing and appeal process. RP has the right to decline participation, but the process will continue based on information presented by CP.	RP voluntarily agrees to the terms of the alternative resolution agreement. Details of participation are dependent upon which specific option(s) is selected.
<b>Objective</b>	The Title IX Office makes a determination as to whether RP violated University policy.  <b>Focus is to answer:</b> What policies, if any, were violated? Is there enough evidence to support a finding of responsibility? If so, what is the appropriate sanction for RP?	No determination is made about whether RP violated University policy; the focus is on repairing harm through education.  <b>Focus is to answer:</b> What is the harm? Who is responsible for the harm and how can they accept responsibility? What can they do to repair the harm and/or rebuild trust?
<b>Procedural Overview</b>	The Title IX Office conducts an investigation and determines if RP may have violated policy. If RP is charged, they can accept responsibility and recommended sanctions or go to a hearing. At a hearing, a Hearing Officer (HO) weighs all evidence and determines RP's responsibility and sanctions. Either party can appeal the HO's decision.	CP chooses an alternative resolution option. Title IX staff meets with RP and presents the chosen option. If all parties agree, they sign an agreement and carry out its terms. This process can be terminated by any party, or by the Title IX Office, at any time. The case may then proceed to investigation.
<b>Outcome/Consequences</b>	If RP is found responsible, consequences are assigned by Director of Student Conduct or a HO, and may include active sanctions (i.e. educational workshops, apology letter, or reflection paper) and/or inactive sanctions (i.e. probation, suspension, or expulsion). If RP is found not responsible, no sanctions are given.	CP and the Title IX Office choose the consequences, with RP's agreement. Consequences are typically educational in nature, and may include workshops, apology letter, reading/listening to an impact statement, or discussing the incident within a facilitated dialogue.
<b>Typical Length</b>	Typically longer than the Alternative Resolution. Several factors determine how long an investigation may take, including but not limited to, the number and availability of witnesses, presence of other evidence, and whether there is an appeal.	Typically shorter than an Investigation. The length of the alternative process is dependent on which resolution option the parties choose. Resolution options with multiple parts or sessions will take more time.