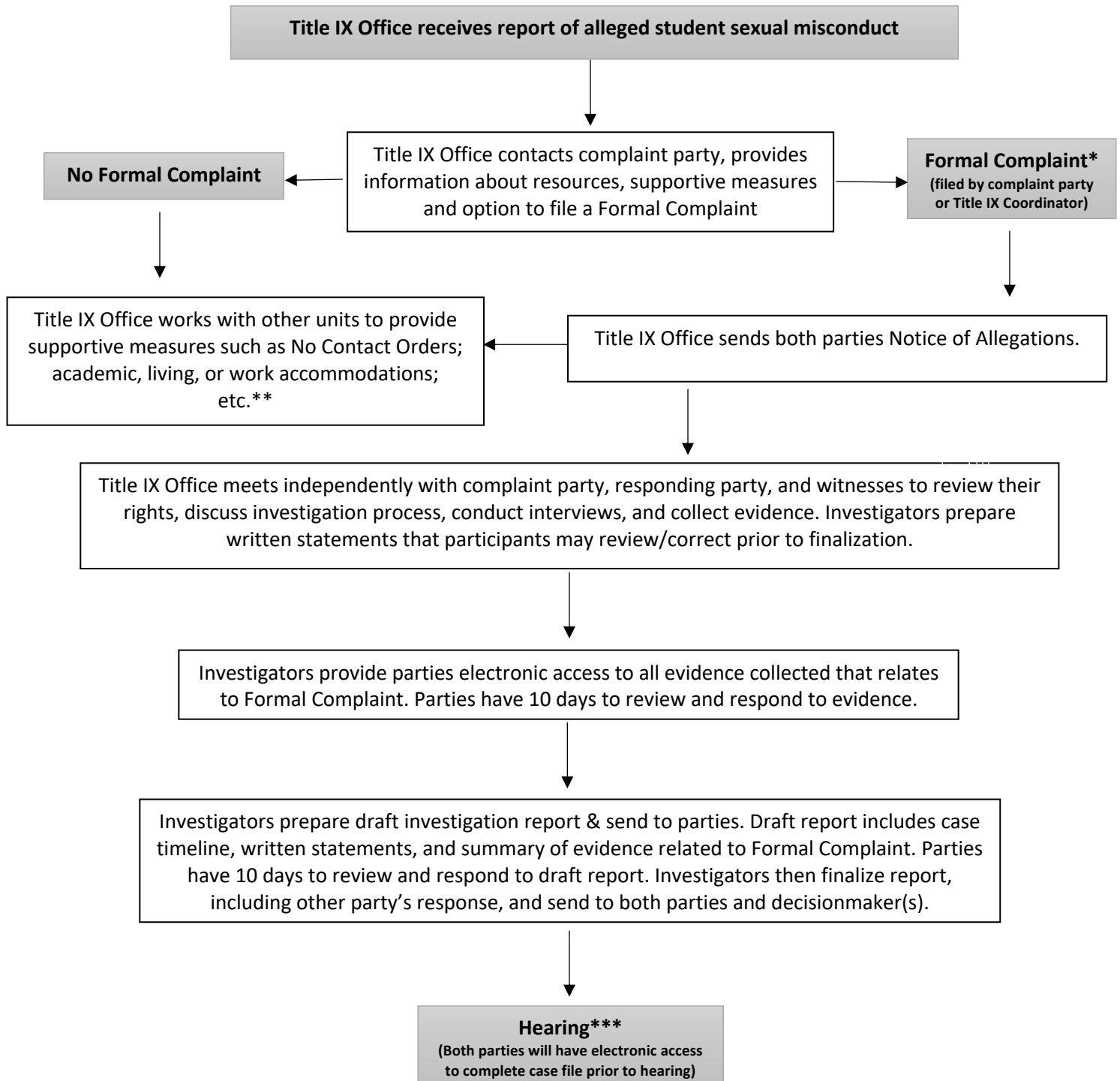


Title IX Investigation Process



*As per Section VIII.F. of the Title IX Policy, all or part of a Formal Complaint may be dismissed by the Title IX Coordinator, at any time.

**Supportive measures are available for all involved parties at any point in the process with or without a Formal Complaint.

***See hearing process flowchart for additional information and detail.

Title IX Hearing Process

Pre-Hearing

Title IX Office provides simultaneous written notice of the hearing to the Parties no less than ten (10) days prior to the hearing.

Parties are given access to the complete case file upon request prior to the hearing. Case file will include the investigation report, information provided by the Parties, and any additional information gathered by investigators during the investigation that is directly related to the allegations in the Formal Complaint. Parties also have the option to attend a pre-hearing conference to learn more about the hearing process.

Hearing

Decision-maker presides over a live (in-person or virtual) hearing and determines responsibility and sanctions (if applicable).

Parties may present their narratives and the investigator presents the investigation report. Parties may present witnesses and other evidence/information consistent with the Policy. Decision-maker will determine the relevance of any witnesses or evidence/information.

Decision-maker may ask questions of the Parties and witnesses (including the investigator). Parties' advisors can conduct live cross-examination of the other Party/Parties. During cross-examination, the Advisor can ask relevant questions (including those challenging credibility) directly, orally, and in real time. A Party's Advisor may appear and conduct cross-examination on their behalf even if the Party does not attend the live hearing.

Decision-maker determines responsibility and sanctions (if applicable) and notifies Parties within 5 days of completion of the hearing.

Responsible
(sanctions)

Not Responsible
(no sanctions)

Parties can appeal the finding and/or sanctions

Final determination: Findings and sanctions upheld; findings upheld with modified sanctions; or remand to a new hearing