Incident

Report made to Title IX Coordinator by:
1. Complainant
2. Mandated reporter
3. Third party

Outreach to complainant by the Title IX Coordinator

Intake Assessment
1. Rights
2. Resources
3. Options

Supportive measures are available at all stages for all parties.

Does the behavior fall under Title IX?

No

Yes

Refer to appropriate university official

Is the case:
1. A student complainant/employee respondent; or
2. An imminent threat to campus; or
3. A pervasive pattern of behavior

Yes

No

Complainant’s Choice

Report Only

Formal Complaint

1. Investigator and note-taker assigned
2. Interviews conducted
3. Evidence gathered
4. Evidence reviewed
5. Investigative report created
6. Hearing held
7. Determination based on preponderance of the evidence (more likely than not)
8. If found responsible, determination of sanctions/remedies
9. Appeals process, if applicable
10. Completed process

Formal Resolution Process

If the respondent and university agree to participate, then the process may proceed.

Until a process is complete, the complainant can choose to move an informal resolution to the formal process. Likewise, if the respondent and university agree, a case can move from formal resolution into the informal process.

If all parties do not agree to an informal process, the complainant may choose to report only or to pursue a formal process.

Informal Resolution Process