

Title IX Sexual Harassment & Discrimination Process Overview

Vj g'hqmjy kpi 'f qewo gpv'j cu'dggp'f gxgnr gf "vq'r tqxkf g'cp'qxgtxky "qh'ng' 'eqo r qpwpw'qh'v'j g'Vkr'KZ " r tqegu'cf f tguakpi 'tgr qtvgf 'xkqrvkpu'qh'v'j g'r qrke { 'i qxgtplki 'ugzwcnj' ctuuu gpv' ('f luetko kpcvkp0" Vj ku'f qewo gpv'ku'pqv'cm'kpenwukg. 'c'eqo r rvg'tgxky "qh'v'j g'Uwf gpv'J cpf dqqmku'utqpi n' 'tgeqo o gpf gf " hqt'cp' { 'kpf kxf wem'y j q'o c' { 'dg'pexki cvkpi 'vj ku'ctgc0'K'uj qwf 'dg'pqvgf 'cv'v'j g'qpug'v'v'j cv'v'j gtg'ctg" ur gekhle'f gcf rkpukko g'eqpwtclpw'cuuqekvgf 'y kj 'vj ku'r qrke { 'cpf 'vj g'v' r kcn'ngpi v' 'qh'v'ko g'htqo 'uact'v'v'j" tguqwkqp'o c' { 'cng'342'f c' { u'qt'o qtg0"

Reporting/Initial Action(s)

Wf qp'tgegr v'qh'c'tgr qv."dqj 'r ctvku'y kn'o ggvy kj 'vj g'Vkr'KZ 'Eqqtf kpcvt'v'v'j g'v'v'j 'tki j w." tgr qpuk'k'k'k'gu. 'qr vkpu. 'r tqegu. 'uwr r qt'v'v'j g'o gcuwtgu'gve0"

Supportive Measures

Dqj 'r ctvku'y kn'dg'r tqxkf gf 'y kj 'cm'tgcuqpcdn'g'o gcuwtgu'v'v'j uwr r qt'v'v'j g't 'uweegu0'O gcuwtgu'ecp" kpenmf g'uwej 'vj kpi u'cu'j gcnj leqwpugkpi. 'cf lwuo gpv'v'j g'cm'cur gew'qh'rk'g'qwu'kf g'vj g'ercuutqgo. " cecf go ke'cf lwuo gpw. 'gve0'V' { r kcm'. 'P q'Eqpvcev'Ci tgggo gpv'y kn'dg'kuwgf 'v'v'j 'rko k'k'pvtcev'kpu" dgw ggp'dqj 'r ctvku'0"

Formal Complaint

C'y tkwgp'ucvgo gpv.'uki pgf "d' { 'vj g'eqo r r'kpcpv'f g'v'v'j kpi 'vj g'cmgi gf 'kpek' gpv'0'C'y tkwgp.'uki pgf " ucvgo gpv'ku'tgs w'kf g' 'v'v'j uwr r qt'v'v'j g'k'k'k'k'k'v'v'j qh'cp'k'p'x'g'v'v'j cvk'p' hqto c'n'ej cti gu0"

Cm'htqo c'n'eqo r r'k'p'v'v'j kn'dg'tgxky gf "d' { 'vj g'Vkr'KZ 'Eqqtf kpcvt' ('F gr w' { 'Vkr'KZ 'Eqqtf kpcvt'v'v'j g'p'w'g'v'v'j g'eqo r r'k'p'v'v'j g'v'v'j o k'p'ko c'n'ucpf ctf u'qh'v'j g'r qrke { 0 Vj q'f qewo gpv'y kn'dg'r tqxkf gf "v'v'j dqj 'r ctvku'f g'v'v'j kpi 'r tqegu. 'ej cti gu. 'ng' { 'cur gew'qh'v'j g' eqo r r'k'p'v'v'j. 'gve0

Options for Resolution

Ipfto anReuqwkqp <"c'xqnpvct { 'r tqegu'lp'y j lej "dqj 'r ctvku'ci tgg'v'v'j c'r tqegu'v'v'j f g'v'v'j k'p'g" r qv'p'v'v'j t'guqwkqp. 'k'p'rk'g'v'v'j h'r tqeggf kpi 'vj tqv'v'j j 'c'htqo c'n'cf lw' k'c'v'v'j k'p'0

Heat'p'g: c'htqo c'n'r tqegu'v'v'j g'v'v'j k'p'htqo cvk'p' l'g'x'kf g'peg. "cr r n' { 'r qrke { . 'cpf "o cng'c'f g'v'v'j k'p'v'v'j k'p'0

Lqannay epfat'ceo epv <"Vj g'eqo r r'k'p'v'v'j o c' { 'cv'cp' { 'v'v'j g'dt'kpi 'vj g'k'pek' gpv'v'j 'rcy "g'p'htqego gpv'htq" cev'k'p'0'Ucl'h'y kn'uwr r qt'v'v'j g'p'w'v'v'j g'v'v'j w'g'u'v'v'j hqt'k'p'x'q'v'v'j go gpv'qh'rcy "g'p'htqego gpv'0'k'p'x'q'v'v'j kpi 'rcy " g'p'htqego gpv'f q'g'u'p'v'v'j r t'genf g'qt' 'rko k'eqmgi g'r tqegu'0"

Investigation/Witnesses/Evidence

Typically, a team of two investigators will coordinate an investigation, this will include interviewing both parties, witnesses, collecting other evidence (video), etc.

F tch'v'v'j gr qt'v'v'j <"vj g'k'p'k'k'k'v'v'j qtm'r tqf w'v'v'j qh'v'v'j g'k'p'x'g'v'v'j cvk'p'. 'f g'v'v'j kpi 'cm'k'p'htqo cvk'p'eqmgevgf 0 Dqj 'r ctvku'y kn'j cxg'v'v'j g'qr r qt'w'p'k'v'v'j 'v'v'j g'v'v'j k'p'eqo o gpv'0'Vj ku'o c' { 'eqpenmf g'v'v'j g'r tqegu'cpf i g'p'gt'cv'v'j c'k'p'c'n't'gr qt'v'v'j k'p'q' hqmjy /wr 'ku'p'gegu'ct { 0 G'x'kf g'peg'k'p'g' <"c'eqmgevgf qh'cm't'gr qt'v'v'j. 'f qewo gpw. 'uqek'n'o gf k'c. 'cpf 'r j q'v'v'j k'p'k'f g'v'v'j r g'v'v'j k'p'p'v'v'j v'v'j g'ukw'cv'v'j k'p'0' *Vj g'x'kf g'peg'k'p'g'ku'cx'k'c'k'c'dng' r tqxkf gf "v'v'j dqj 'r ctvku'0"

Ko r cev'ucvgo gpw<'ucvgo gpw'v'j cv'o c { 'dg'r tqxkf gf 'hqt'r quikdr'eqpukf gtcv'kqp'd { 'F gekukqp' " O cngtu'lp'eqplwpev'kqp'y kj 'v'j gk'gxcn'cv'kqp0"Vj gug'o wuv'dg'uwdo kwgf 'r tlqat'v'v'j g'u'ctv'qh'v'j g' j gctkpi 0"

Advisors/Advocates

Dqv'j 'r ctv'ku'ctg'gpv'kwgf 'v'j'j cxg'c'r gtuqp'ugt'xg'cu'cp'cf xkuqt'v'j tqwi j qw'v'j g'r tqegu. 'v'j'j'kpenmf g'cw'gpf kpi " cp { 'o gg'v'kpi u.'j gctkpi u."gve0'Vj g'cf xkuqt'ecp'dg'cp { 'o go dgt'qh'v'j g'eqmgi g'eqo o w'pkv'f.'cw'qtpg { "qt"qv'j gt" kpf kxkf wcn0"Vj g'cf xkuqt'y kn'cnuq'dg'tgur qpukdr'hqt'cun'kpi 's w'guk'qpu'f w'kpi 'v'j g'j' gctkpi 'r tqegu0"

Hearing

F gekuk'qpu'cuuqek'cv'gf 'y kj 'r q'v'gp'v'kn'x'k'q'v'k'q'p'qh'r q'k'e { 'y kn'd'g'o cf g'd'cugf "qp'c'r tgr q'pf gtc'peg'h'x'gn'qh' gxcn'cv'kqp0

Rtg/J gctkpi "eqphgt'gpeg<"c'o gg'v'kpi 'j g'nf 'ugr'ct'cv'gn { 'y kj "dq'v'j 'r ctv'ku.'v'j't'g'x'k'gy 'hg { "cur'geu'qh' v'j g'w'eqo kpi 'j gctkpi 'v'j'j'kpenmf g'ej'cti'gu.'f'cv'g'h'ko g'qh'j' gctkpi .'f'geq'two .'F gekuk'q'p'O cngtu.'gve0" Hqto cv<"cp'lp'r gtuqp'r tqegu'v'j cv'ku'cw'f'kq'v'cr'gf 0"Vj tgg'F gekuk'q'p'O cngtu'cp'f 'c'p'q'p/x'q'v'k'pi " o go dgt'qh'v'j g'v'k'v'g'k'Z 'v'gco 'y kn'd'g'r t'gug'p'0"Dqv'j 'r ctv'ku'cp'f "cf xkuqtu'ctg'r t'gug'p'0 K'ku'v'j g'f'k'uet'g'v'k'q'p'qh'v'j g'F gekuk'q'p'O cngtu'v'j't'gs w'g'uv'y k'p'g'u'g'u'hqt'k'pen'w'uk'q'p'lp'v'j g'j' gctkpi " r tqegu0"

Appeal

G'k'v'j gt'r ctv'f 'ecp'cr r gcn'v'j g'lp'k'k'cn'f gekuk'q'p'0" Cp'cr r gcn'o wuv'dg'uwdo kwgf 'y kj "32'd'w'uk'p'g'u'f c { u'qh' p'q'v'k'eg'qh'v'j g'q'w'eqo g0"Cr r gcn'ctg'd'cugf "qp'v'j tgg'i tqw'p'f u<"r tqegf w'cn'k't'gi w'ct'k'k'g'u'v'j cv'ko r cev' q'w'eqo g.'p'gy 'g'x'k'f'g'peg.'qt'ug'x'g't'k'v'f { 'qh'uc'p'ev'k'q'pu'0"Cr r gcn'o c { 'dg'p'q'o q't'g'v'j cp'5.722'y q't'f u0"

Vj g'X'leg'Rt'g'uk'f gp'v'qh'U'w'f gp'v'Ch'ck'u'q'x'g't'ug'g'u'v'j g'cr r gcn'r tqegu.'y j k'ej 'v'f'r k'ecm { 'eq'p'uk'uv'qh' ko r cp'g'k'pi "c'i tqw' 'qh'v'j tgg'v'j't'g'x'k'gy 'v'j g'cr r gcn'0"Vj g't'g'ct'g'p'q'cx'g'p'w'g'u'hqt'cr r gcn'd'g { q'pf "