



FORMAL RESOLUTION PROCESS

A formal resolution involves conducting an investigation and possibly a hearing to determine responsibility for the alleged sexual misconduct. The steps include:

1. **Formal Complaint Filed**
2. **Notice of Investigation Issued:** All parties are notified, and an Investigator is assigned.
3. **Information Gathering:** Parties may provide information through interviews, written statements, witnesses, and other evidence.
4. **Draft Investigation Report:** The Investigator creates a Draft Investigation Report and provides it to the parties for response and reply.
5. **Final Investigation Report:** Written responses, replies, and additional evidence are added to the Final Investigation Report.
6. **Distribution of Final Report:** The Investigator supplies the Final Investigation Report to the Title IX Coordinator for distribution to the parties.
7. **Response to Final Report:** Parties can file a response to the Final Investigation Report.
8. **Review by Title IX Coordinator:** The Title IX Coordinator reviews the Final Investigation Report and any responses to determine if the investigation reveals facts requiring or permitting dismissal or if the matter should be referred for a hearing. Parties can appeal the dismissal.
9. **Conclusion or Hearing:** The matter concludes if dismissal is neither appealed nor upheld. If referred for a hearing, a pre-hearing conference and a hearing will be held.
10. **Hearing:** The Review Panel decides if it is more likely than not that the Respondent violated the Policy. If a violation is found, sanctions may be issued. Panel decisions are made by majority vote.
11. **Appeal:** Parties may appeal the Review Panel's decision based on allowed procedures.
12. **Final Decision:** An Appeal Officer reviews the appeal and any responses before issuing a final decision.

The Title IX Office remains available for support, questions, and resources for all parties, regardless of the outcome.