# Title IX Sexual Harassment & Discrimination Process Overview

Vj g"hqmqy kpi "f qewo gpv'j cu'dggp"f gxgnqr gf "vq'r tqxkf g"cp"qxgtxkgy "qh'ng{"eqo r qpgpu'qh'vj g"Vkvng"KZ " r tqeguu'cf f tguukpi "tgr qtvgf "xkqncvkqpu'qh'vj g"r nkle{ i qxgtpkpi "ugzwcn'j ctcuuo gpv'( "f kuetko kpcvkqp0" Vj ku'f qewo gpv'ku'pqv'cn'kpenwukxg."c"eqo r ngvg"tgxkgy "qh'vj g"Uvwf gpv'J cpf dqqmku'uvtqpi n{'tgeqo o gpf gf " hqt"cp{'kpf kxkf wcn'y j q"o c{'dg"pcxki cvkpi "vj ku'ctgc0"Kl'uj qwf "dg"pqvgf "cv'vj g"qpugv'vj cv'vj gtg"ctg " ur geklke"f gcf nkpguhko g"eqpuvtckpvu'cuuqekcvgf "y kj "vj ku'r nkle{'cpf "vj g"V{r kecnhngpi vj "qh'ko g"htqo "uvctv'vq " tguqnwvkqp"o c{"\cmg"342"f c{u'qr"o qtg0"

## Reporting/Initial Action(s)

Wr qp'tgegkr v'qh'c"tgr qtv."dqvj "r ctvkgu'y knl'o ggv'y kj "vj g"Vkvng"KZ "Eqqtf kpcvqt'\q'tgxkgy "tki j vu." tgur qpukdknkvkgu."qr vkqpu."r tqeguu."uwr r qtvkxg"o gcuwtgu0"gve0"

## Supportive Measures

Dqvj "r ctvkgu'y knl'dg"r tqxkf gf "y kj "cnl'tgcuqpcdng"o gcuwtgu'vq"uwr r qtv'j gkt"uweeguu0"O gcuwtgu'ecp" kpenwf g"uwej "vj kpi u'cu'j gcnj kleqwpugnkpi ."cf lwuvo gpvu'vq"cnl'cur gevu'qh'rklfg'qwukf g"vj g"encuutqqo ." cecf go ke"cf lwuvo gpvu."gve0"V{r kecn{."P q"Eqpvcev'Ci tggo gpvu'y knl'dg"kuuwgf "vq"rko kv'kpvgtcevkqpu" dgwy ggp"dqvj "r ctvkgu0"

## Formal Complaint

C"y tkwgp"uvcvgo gpv."uki pgf "d{"vj g"eqo r nckpcpv'f gvcknkpi "vj g"cngi gf "kpekf gpv0"C"y tkwgp."uki pgf " uvcvgo gpv'ku'tgswktgf "vq"uwr r qtv'vj g"kpkvkcvkqp"qh'cp"kpxguvki cvkqplhqto cn'ej cti gu0"

> Cnl'hqto cn'eqo r nckpvu'y knl'dg"tgxkgy gf "d{"vj g"Vkvng"KZ "Eqqtf kpcvqt'( "'F gr wv{"Vkvng"KZ Eqqtf kpcvqtu'vq"gpuwtg"vj g"eqo r nckp'o ggvu'o kpko cnl'uvcpf ctf u'qh'vj g"r nkle{0
>
> Vy q"f qewo gpvu'y knl'dg"r tqxkf gf "vq"dqvj "r ctvkgu'f gvcknkpi "r tqeguu."ej cti gu."ng{"cur gevu'qh'vj g eqo r nckpvu."gve0

## Options for Resolution

*Ipfqto anReuqnwkqp*<"c"xqnwpvct{'r tqeguu'kp"y j kej "dqvj "r ctvkgu'ci tgg"vq"c"r tqeguu'vq"f gvgto kpg" r qvgpvkcn'tguqnwvkqp."kp"rkgw'qh'r tqeggf kpi "vj tqwi j "c"hqto cn'cf lwf kecvkqp0

*Heatkpg:*  c"hqto cn'r tqeguu'vq"tgxkgy "kphqto cvkqplgxkf gpeg."cr r n{'r nkle{."cpf "o cmg"c"f gvgto kpcvkqp0

*Lqcannny  epfqtceo epv*<"Vj g"eqo r nckpcpv'o c{"cv'cp{"vko g"dtkpi "vj g"kpekf gpv'vq"rcy "gphqtego gpv'hqt " cevkqp0"Uvchh'y knl'uwr r qtv'uvwf gpvu0'tgs wguvu'hqt"kpxqnxgo gpv'qh'rcy "gphqtego gpv0"Kpxqnxkpi "rcy " gphqtego gpv'f qgu'pqv'r tgenwf g"qt"ko kv'eqngi g"r tqeguugu0"

## 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 tchv'Tgr qtvu<"vj g"kpkvkcn'y qtmlr tqf wev'qh'vj g"kpxguvki cvkqp. "f gvcknkpi "cnl'kphqto cvkqp"eqngevgf 0
> Dqvj "r ctvkgu'y knl'j cxg"vj g"qr r qtwpkv{ "vq"tgxkgy  leqo o gpv0"Vj ku'o c{"eqpenwf g"vj g"r tqeguu"cpf
> i gpgtcvg"c"hkpcn'tgr qtv'kh'pq "hqmqy /wr "ku'pgeguuct{0
>
> Gxkf gpeg"Hkng<"c"eqngevkqp"qh'cnl'tgr qtvu."f qewo gpvu. "uqekcn'o gf kc."cpf "r j qvqu'xkf gqu'r gtvkpgpv
> vq "vj g"ukwcvkqp0"*Vj g"gxkf gpeg"hkng"ku'cxcknrdng lr tqxkf gf "vq"dqvj "r ctvkgu0+

Ko r cev'uncygo gpwu<"uncygo gpwu'yj cv'o c{"dg'r tqxkf gf "hqt"r qqukdng"eqpukfgtcvkqp"d{"F gekukqp"
O cmgtu"kp"eqplwpevkqp"y kj "yj gkt"gxcnncvkqp0"Vj gug"o wuv'dg"uwdo kwgf "r tkqt"'q"yj g"uvctv'qf "yj g"
j gctkpi 0"

## Advisors/Advocates

Dqyj "r ctvkgu"ctg"gpvkwgf "'q"j cxg"c"r gtuqp"ugtxg"cu"cp"cf xkuqt"yj tqwi qw'yj g"r tqeguu."'q"kpenwfg"cwgpf kpi "
cp{"o ggvkpi u."j gctkpi u."gve0"Vj g"cf xkuqt"ecp"dg"cp{"o go dgt"qf "yj g"eqmgi g"eqo o wpkv{."cwtqpg "'qt"qyj gt"
kpf kxkf wcn0"Vj g"cf xkuqt"y knn'cnuq"dg"tgur qpukdng"hqt"cmkpi "swguvkqpu'f wtkpi "yj g"j gctkpi "r tqeguu0"

## Hearing

F gekukqpu'cuuqekcvgf "y kj "r qvgpvkcn'xkqncvkqp'qh'r qnke{"y knn'dg"o cf g"dcugf "qp"c"r tgr qpf gtcpeg"ngxgn'qh"
gxcnncvkqp0

Rtg/J gctkpi "eqphgtgpeg<"c"o ggvkpi "j gnf "ugr ctcvgn{"y kj "dqyj "r ctvkgu."'q"tgxkgy "ng{"cur gevu'qf "
yj g"wr eqo kpi "j gctkpi "'q"kpenwfg"ej cti gu."f cvg/kko g'qh'j gctkpi ."f geqtwo ."F gekukqp'O cmgtu."gve0"
Hqto cv<"cp"kp/r gtuqp"r tqeguu'yj cv'ku"cwf kq"'cr gf 0"Vj tgg"F gekukqp'O cmgtu'cpf "c"pqp/xqvkpi "
o go dgt"qf "yj g"Vkwg"KZ "'gco "y knn'dg"r tgugpv0"Dqyj "r ctvkgu'cpf "cf xkuqtu'ctg"r tgugpv0
K'ku'yj g'f kuetgvkqp'qh'yj g'F gekukqp'O cmgtu'q'tgswguv'y kpguugu'hqt'kpenwukqp'kp'yj g'j gctkpi "
r tqeguu0"

## Appeal

Gkyj gt'r ctv{'ecp'cr r gcn'yj g'kpkvkcn'f gekukqp0"Cp'cr r gcn'o wuv'dg'uwdo kwgf "y kj "32'dwukpguu'f c{u'qh"
pqvkeg'qh'yj g'qwveqo g0"Cr r gcnu'ctg'dcugf "qp'yj tgg'i tqwpf u<"r tqegf wtcn'kttgi wctkvkgu'yj cv'ko r cev'
qwveqo g."pgy "gxkf gpeg."qt"ugxgtkv{'qh'ucpevkqpu0"Cr r gcn'o c{'dg'pq'o qtg'yj cp'5.722'y qtf u0"

Vj g'Xkeg'Rtgukf gpv'qh'Uwf gpv'Chhcktu'qxgtuggu'yj g'cr r gcn'r tqeguu."y j kej "'{r kecm{'eqpukuu'qh"
ko r cpgnkpi "c'i tqwr "qh'yj tgg"'q'tgxkgy "yj g'cr r gcn0"Vj gtg"ctg'pq'cxgpwgu'hqt'cr r gcn'dg{qpf "