SEXUAL HARASSMENT TITLE IX COMPLAINT/APPEAL FOR EMPLOYEES

ACTUAL NOTICE - (may or may not come from formal complaint)

Assess Interim Suspension/Administrative Leave

Initial Remedial Actions/Interim Measures

Preliminary Investigation

Assess Duty to Warn

Title IX Coordinator/Deputy Coordinator determine no reasonable cause to believe policy violated

No Cause letter sent

Title IX Coordinator/Deputy Coordinator determine there is reasonable cause to believe policy violated (which ones)

Notice of Investigation; Retaliation warning

Investigation

Title IX Coordinator/Deputy Coordinator present Finding to Vice President or Cabinet-level Director

No Violation

Violation

Notice of outcome sent concurrently to the respondent and claimant - If violation, sanctions

Appeal/No Appeal

If Appeal, Share Final Outcome with Parties; Retaliation Warning

Title IX Coordinator/Deputy Coordinator Remedy Effects on Victim and Community

Enforce Sanctions and Prevent Reoccurrence

Title IX Coordinator/Deputy Coordinator Reassess Duty to Warn