SEXUAL HARASSMENT TITLE IX COMPLAINT/APPEAL PROCESS FOR STUDENTS

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

Assess Interim Suspension

Initial Remedial Actions/Interim Measures

Assess Duty to Warn

Preliminary Investigation

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

Deputy Coordinator present Finding to Title IX Coordinator/VP for Student Affairs

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 Remedy Effects on Victim and Community

Enforce Sanctions and Prevent Reoccurrence

Title IX Coordinator/Deputy Coordinator Reassess Duty to Warn