

Report of Sexual Assault, Dating/Domestic Violence, Stalking or Sexual Exploitation is made involving an Employee Complainant and Employee Respondent



Sexual Misconduct Report is filed in Maxient

Report is sent to Deputy Title IX Coordinator for Human Resources

Complainant is an Employee
Respondent is an Employee

Chapter UWS 4
Procedures for Faculty in Title IX Cases

Chapter UWS 7
Procedures for Faculty Dismissal in Special Cases

Chapter UWS 11
Procedures for Academic Staff in Title IX Cases

Appendix C of RPD 14-2:
Title IX Complaints Against University Employees Other Than Faculty and Academic Staff

Resource Meeting with Complainant(s)



No Formal Investigation requested (in writing)

Formal Investigation Requested (in writing)

Assessment of threat to campus and implementation of any necessary interim measures

Notice of Review Letter sent to Respondent and meeting scheduled

If there is no threat to campus safety, no Formal Title IX Investigation is required

Investigation begins including charge letter to Respondent, interview with Complainant(s), Respondent(s), and any Witnesses



Preliminary Report provided to all parties, and all have 10 days to review and make written suggestions to investigation

Comments reviewed by Investigator(s) and Final Investigative Report submitted. Parties have another 10 days to review final report.

Hearing is scheduled within 15 days of distribution of Final Investigative Report.



Settlement Agreement – if recommended sanction is agreed upon by Complainant(s) and Respondent, decision is final. Letters sent to all parties.

Formal Hearing Held

Hearing Body decides case based on information provided and provides report with recommendations to Chancellor's designee. Complainant and Respondent and Respondent's supervisor informed of decision in writing.



Hearing Body decision is not appealed. Decision final

Complainant or Respondent can appeal Hearing Body's decision

Terms:
Complainant – Victim
Respondent – Accused
Updated August 2021