TITLE IX INVESTIGATION PROCESS

Notice is given to the Title IX coordinator.

Title IX coordinator contacts complainant.

Formal complaint is made by complainant or signed by Title IX coordinator.

Emergency removal is evaluated.

If removed, respondent may challenge removal.

Simultaneous notifications sent to parties of formal complaint.

Discretionary dismissal

Mandatory dismissal

Investigation

- Complainant withdraws complaint.
- Respondent is no longer affiliated with the University.
- Evidence is unreachable.

- Did not occur at a university program or activity.
- Conduct is not definition of sexual harassment.
- Conduct occurred outside of the U.S.

- Information gathering; evidence gathering; interviews.
- Evidence is presented to parties. Parties can respond (10-day window).
- Investigative report is drafted/presented to parties (10-day window).
- Hearing is occurring.
- Decision-maker issues written determination simultaneously to parties.

Appeal

Procedural irregularity; new evidence that could affect the outcome; Title IX or decision-makers have conflict-of-interest.