

## INVESTIGATION/HEARING RESOLUTION PATH

- Refer/Report Information received by Title IX Coordinator (TIXC)
  - \*Note: Initial Report/Evaluation
  - If information received does not include enough detail to evaluate appropriately, TIX Office may conduct outreach to complainant (see #3 below) and offer meeting to gather additional information before evaluation can be completed.
  - ► If complainant chooses not to respond or meet with TIXC, TIXC upholds this choice and may place case in an inactive status. Complainant may reach out to TIXC in the future to revisit allegations.
- TIXC Evaluates TIXC evaluates whether the allegations qualify under TIX Policy and fall within Dickinson's jurisdiction.
  - If YES, TIXC sends outreach email to complainant, if this has not yet occurred.
  - ► If NO, TIXC may close under TIX mandatory dismissal, close matter, and/or refer the case to another office to review under their policies.
- 3 Outreach TIXC contacts complainant to offer meeting to review allegations, finalize evaluation, offer process choices and support services.
- Intake Meeting TIXC meets with complainant to gather additional details of allegations for evaluation under TIX, if needed, and discuss complainant's process choices and may coordinate support services.
  - \*Note: TIXC may refer and/or dismiss the case, if allegations do not fall under TIX prohibited conduct/jurisdiction.

- Notice of Complaint Sent –

  Allegations and requested Resolution
  Path (Informal/Conciliation or Formal)
  sent to Parties.
- Formal Complaint Signed Complainant or Title IX
  Coordinator can sign a Formal
  Grievance Complaint.
- Coordinate Support Services TIXC coordinates support services
  - Support services are non-punitive and equitable for both parties; provide resources to both parties.

to parties

## Formal Grievance Procedure: • Investigation and Hearing Steps

- \*Note: Either party may request informal/conciliation process up until the hearing panel outcome
- Hearing conducted
  - \*Note: Hearing is typically scheduled on the 11th day.
- Title IX Office schedules hearing, allowing 10 days for parties and their advisors to review report and evidence.
- Investigator(s) review response and may conduct further investigation

Investigator(s) conduct •

investigation

Parties have 10 days to respond to evidence

Title IX Office provides report and evidence

- Hearing Panel engages
  in questioning and allows
  for cross-examination by
  parties' advisors
- Hearing Panel renders decision of responsible/not responsible and if applicable, decides sanction(s)
- Title IX Office notifies parties of outcome

- 19 Appeal Officer Reviews Appeal The Appeal Officer makes a decision if the appeal is granted or denied.
- If Appeal Submitted —
  Appeal letters shared equitably with parties.
- Either Party May Appeal –
  Appeals may be submitted on the grounds of procedural irregularity
- equitably with parties. grounds of procedural irregularity, new evidence, sanction(s), conflict of interest.
- Outcomes Are Documented