College Procedure 3-44 (A) Sexual Harassment/Sexual Violence Flowchart



Complainant or Title IX Coordinator (TIXC) files a Formal Complaint with the Office of Equity and Compliance (E&C). TIXC sends initial acknowledgment to complainant within 2 business days. §13(b), p. 18



TIXC provides the complainant and the respondent written notice of procedures, allegations and rights. §13(d), p. 21

If the informal resolution is agreed to, the process ends here and is not subject to appeal.



If appropriate and agreed to by both parties, TIXC offers an opportunity for informal resolution. §13(f), p. 23

{10 DAYS}

Evidence is provided to the parties to inspect and review. Parties have 10 calendar days to submit a written response. §13(g)(ii), p. 24



E&C investigators gather information by conducting interviews and collecting evidence. §13(g)(i), p. 24

If informal resolution is not appropriate or not agreed to, E&C begins an investigation. §13(g), p. 24



E&C investigators review parties' written responses, conduct any follow-up investigation as appropriate, and prepare the investigative report. §13(g)(iii), p. 25



Investigative report is

provided to parties separately to review and respond to in writing. Parties have at least 10 calendar days to respond. §13(g)(iii), p. 25

For a student respondent, case is referred to the Office of Student Conduct for a conduct board hearing. §13(h), p. 26

For an employee respondent, case is referred to Human Resources for a resolution. §13(h), p. 26



Non-Title IX

Title IX

TIXC reviews the report and parties' feedback and decides whether a Title IX hearing or Non-Title IX resolution is appropriate.

§13(g)(iv), p. 25 -26



Parties are notified regarding a Title IX hearing or Non-Title IX resolution and have 3 calendar days to appeal this decision. §14, pg. 32

Title

PARTIES RECEIVE WRITTEN NOTICE OF HEARING OUTCOME AND APPEAL PROCESS AND HAVE 5 CALENDAR DAYS TO APPEAL.

> §13(l), p. 30-31 §14, p. 32



Non-Title IX

Title IX Hearing is held

Both parties must be present and answer relevant questions for the Hearing Officer to consider related evidence.

Each party must bring an advisor or be appointed one. §13(i), pp. 27-29



At least 5 business days before the hearing, a pre-hearing conference is held with each party separately to review witnesses, evidence, and hearing expectations. §13(i), p. 27