

## Responding Party Rights and Options

- As the Respondent (the person responding to the allegations), you have the right to a **prompt, fair and impartial administrative investigation and resolution** which will be conducted by College officials who receive annual training on issues related to sexual misconduct and how to conduct an investigation and resolution process that protects the safety of victims and promotes accountability as appropriate.
- You and the person who brought the allegation(s) (Complainant) are entitled to the same opportunities to have an advisor present during the College proceeding to address this matter, including the **opportunity to be accompanied to any related meeting or proceeding by an advisor of your choice**. You must inform the Title IX Coordinator or one of the Deputy Coordinators of the name of your advisor at least 48 hours before the meeting or proceeding. This allows College officials to ensure that your advisor is not also a witness which would create a conflict of interest during the investigation.
- You and the Complainant will be **informed in writing of the outcome of any College conduct or disciplinary proceeding that arises from an allegation of sexual misconduct**, the College's procedures for appeal, the results of the disciplinary proceeding when applicable, any change to the results that occurs prior to the time that such results become final, and when such results become final. Reasonable efforts will be made to deliver the outcomes contemporaneously.
- **While complete confidentiality is not possible, the College will exercise discretion.** Your personally identifying details will be shared with the necessary College officials who can assist with the review and remedy of the reported incident. Identifying information in any subsequent reports will be kept confidential to the extent permissible by law. Please see more about privacy information at <http://www.cscs.edu/services/title-ix/privacy-info.shtml>. **You will be informed of the name of the Complainant to ensure a fair process.**
- **You may request assistance with changing your academic and/or working situation at Columbus State from the Equity and Compliance Unit.** Examples of assistance may include accommodations such as transferring to another class, receiving a police escort to class or meetings on campus, moving your campus office location and academic support services. The Equity and Compliance Unit will determine if the accommodations you request are reasonable.
- **You have the option to access counseling, health, mental health, legal assistance and other services as they are available on campus and/or in the community.** Please refer to the resource information at <http://www.cscs.edu/services/title-ix/resources.shtml>. If you need additional support in the form of counseling, accommodations or other assistance, please contact the Equity and Compliance Unit at 614-287-5519.

College Policy, 3-44, Sexual Misconduct, <http://www.cscs.edu/resources/media/about/pdf/3-44.pdf> and College Procedure, 3-44 (A), Sexual Misconduct, <http://www.cscs.edu/resources/media/about/pdf/344a.pdf> the process for addressing sexual misconduct and the available support services are accessible at <http://www.cscs.edu/about/policy/> and <http://www.cscs.edu/services/title-ix/>.

Please note that College policy, federal law and state law prohibit retaliation in any form against any student, employee, faculty member, vendor, customer or other person participating in a College program or activity who complains or makes an allegation or who participates in any investigation of discrimination or harassment. As the Respondent, you must not conduct yourself in a manner to intimidate or punish the complainant, nor should you take any other action to prevent the complaint from going forward. This includes encouraging others to take these actions on your behalf. Allegations of retaliation should be promptly directed to the Director of Equity and Compliance/Title IX Coordinator, Renee Fambro, at 614-287-5519 or [rfambro@cscs.edu](mailto:rfambro@cscs.edu).

Not every case of sexual misconduct is alike in severity; therefore, the College reserves the right to consider a range of reasonable sanctions from training and/or counseling to termination/expulsion.

Enclosed: Policy 3-44, Sexual Misconduct: <http://www.cscs.edu/resources/media/about/pdf/3-44.pdf>  
Procedure 3-44 (A), Sexual Misconduct: <http://www.cscs.edu/resources/media/about/pdf/344a.pdf>  
Resources: <http://www.cscs.edu/services/title-ix/resources.shtml>  
Privacy Information: <http://www.cscs.edu/services/title-ix/privacy-info.shtml>