

Report of a qualifying incident is made to the Title IX Coordinator (TIXC)

Informal Resolutions may be pursued after this point, with written consent of all parties, upon approval by the Title IX Coordinator

After receipt of a report, the Title IX Coordinator may refer case for threat assessment. If threat exists, an emergency removal may occur. After emergency removal, an appeal can be made through the designated HSC official.

TIXC reaches out to Complainant to offer Supportive Measures, explain the Formal Grievance Process, and conduct the Initial Assessment(s).

Complainant declines to file a Formal Complaint.

TIXC determines whether to file Formal Complaint.

No complaint filed, the case is closed. Supportive measures are continued.

Supportive Measures are available to all parties throughout the duration of this process.

Formal Complaint is filed by Complainant or Title IX Coordinator.

Investigators assigned and Notice of Investigation and Allegations (NOIA) sent to all parties.

Parties and witnesses are interviewed. Evidence is gathered.

Investigators begin working on Investigative Report.

Follow-Up Interview(s) Occur.

Draft Investigative Report shared with all parties, along with all directly related evidence, for a period of at least 10 days.

If a condition that prompts mandatory or permissive dismissal occurs, the Formal Complaint may be dismissed.

Investigative Report + any comments or responses from parties is sent to decision makers.

Live Hearing is scheduled.

Investigative Report is sent to all parties.

TIXC reviews Investigative Report to ensure completeness.

Investigator finalizes Investigative Report, including incorporating any necessary changes or additions based on the feedback from the parties.

Pre-hearing relevancy determinations are made.

Live Hearing is held.

Decision makers deliberate and issue a written determination of findings and recommended sanctions.

Parties accept Findings.

One or both parties appeal.

Upon appeal, the Appellate Authority determines if the Complaint should be reinstated.

If no appeal, Case Closed.

If remanded, the case is sent back for re-hearing or re-investigation.

If sufficient, Appellate Authority reviews the Determination Report and will affirm, or remand.

Appellate Authority reviews appeal grounds for sufficiency.

Determination is affirmed, the Findings are final.

If insufficient, appeal denied. Findings are final.