Faculty to Faculty Notifications

- Faculty to Faculty incidents will be handled through the faculty process and would not require Title IX.

Supervisor and/or Dean Notified

- All faculty must be educated on how to report.
- All department heads must know what to do with reports.

Dean notifies HR; serve as co-investigator

- Deans must be educated in these investigations in addition to HR personnel.

HR notifies Title IX; serve as co-investigator

- Most faculty to faculty incidents will be handled through the faculty process and would not require Title IX.

Fact finding and initial inquiry begins

- Sanctions recommended to the Provost; provost approves or decides to launch full investigation.

Facts determined and a report is written

- If an investigation is launched and sanctions imposed on the faculty member lead the faculty member to grieve those sanctions – at this point the grievance and appeals procedure for faculty is followed. Title IX is notified of the outcome.

HR and Dean determine if informal resolution can happen

- Resolution must stop the behavior and prevent it from reoccurring.
- Notifying the Title IX Administrator of an open sexual harassment case through HR Employee Relations allows the Administrator to determine what type of culture the community is engaging in and plan for educational reform as part of the role of the administrator.
- Secondly, should the initial inquiry lead investigators to more extreme patterns of sexual misconduct that also include guests, visitors, or students, the Title IX Administrator will be required to conduct a concurrent inquiry and investigation.