Student to student sexual harassment cases will be handled through the conduct process and most times will involve informal resolution through an administrative meeting. If the behavior happened during a student’s employment, then the sexual harassment policy applies.

Student to student

Responsible Employee is notified

If sexual harassment then process for conduct procedures is implemented and Title IX notified

Inquiry and/or Investigation for Fact Finding

Police investigate; Student Conduct Managers serve as lead investigators for Title IX

Illegal activity that is related to Title IX is investigated by law enforcement and the sanctions prescribed by law are separate from the sanctions imposed through the student conduct process.

Facts Determined, report written, conduct process is initiated

Hearing Board delivers sanctions in line with Conduct Process

Resolution must stop the behavior and prevent it’s reoccurrence

If the case involves sexual misconduct outside of sexual harassment, concurrent investigations will take place with title ix and law.

Remedies must be initiated for the complainant immediately and ongoing during the process.

The complainant and the respondent are entitled to appeal any sanction imposed by the hearing board. Title IX is notified of the outcome. Based on the outcome of the appeal, additional steps by Title IX may be warranted.

If the respondent is a staff or faculty member, Title IX investigations will employ HR procedures for those groups. The investigation in these cases will be separate and all policies for staff/faculty and the student will be followed and upheld. This requires co-investigators (HR and a Dean or Conduct Manger) to resolve the incident. Remedies for the complainant must always be the first initiative and must be maintained throughout the process and beyond when effects of the sexual misconduct cause the student to miss out or be unsuccessful in educational programs.