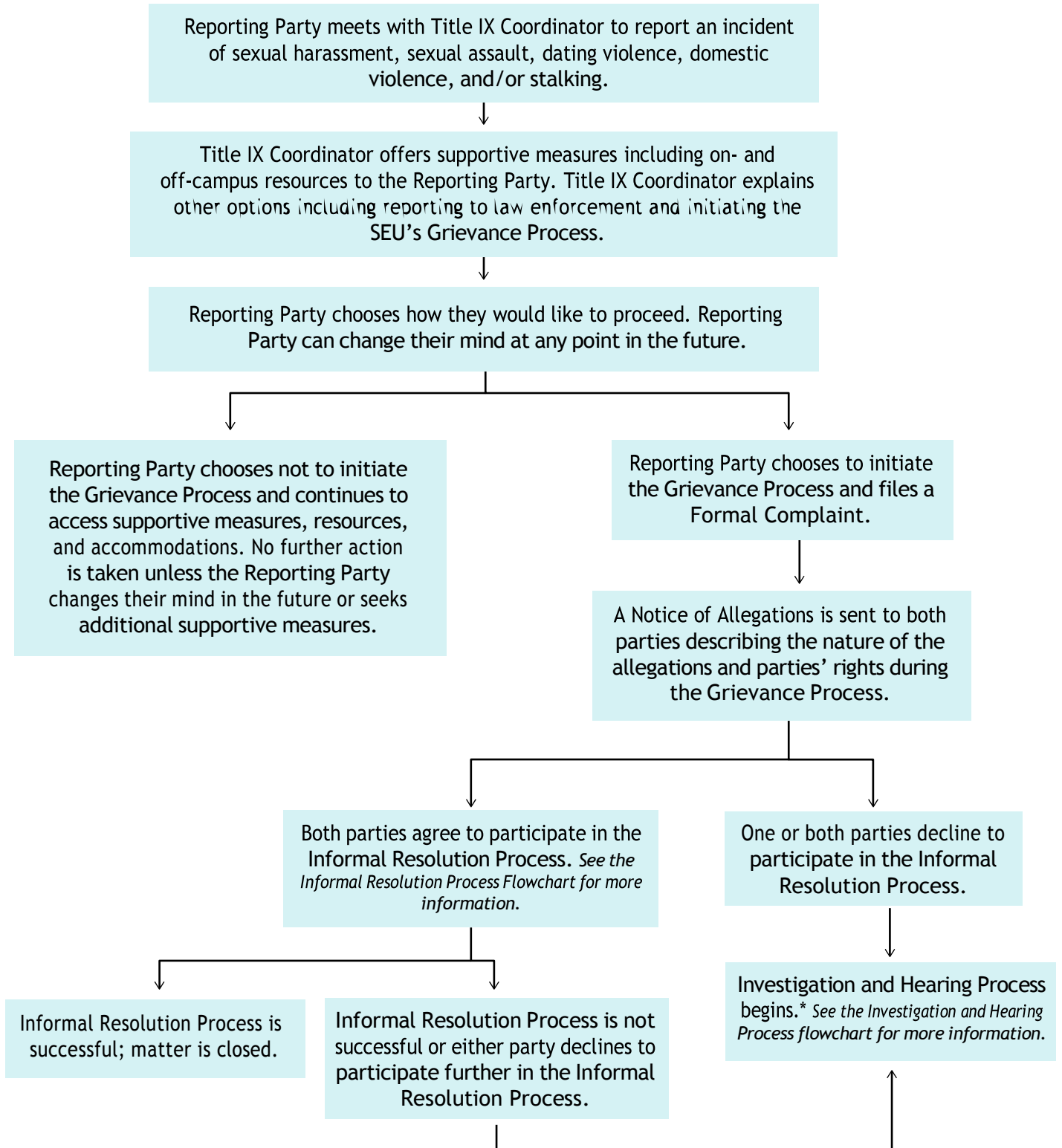


REPORTING PROCESS



**The Reporting Party can withdraw their Formal Complaint at any time, thus halting the Grievance Process.*

INFORMAL RESOLUTION PROCESS

The Reporting Party has submitted a Formal Complaint, a Notice of Allegations has been sent to both parties, and both parties have agreed to participate in the Informal Resolution Process*.



Both parties sign an Informal Resolution Process consent form acknowledging they understand their rights and are agreeing to participate in the Process.



Facilitator meets with Responding Party (and their advisor if applicable) to see if they agree with the outcomes the Reporting Party is requesting, whether they want to alter any of the requested outcomes, and/or whether they refuse to agree with any/some of the requested outcomes.



Facilitator continues to meet with Reporting and Responding Parties (and their advisors) separately to see if they can agree on outcomes ◇.



Both parties agree about the outcomes; Facilitator drafts a written agreement that contains the agreed-upon outcomes, sends a copy to each party.



Parties cannot come to an agreement on the outcomes OR either party declines to participate further in the process.

Facilitator prints final copy of the written agreement; both parties sign the agreement and its terms are effective immediately. The Title IX Coordinator maintains a copy of the agreement and holds parties accountable to it. The matter is now closed and cannot be pursued via the Investigation and Hearing Process.

Informal Resolution Process does not proceed; the Investigation and Hearing Process would begin. The Reporting Party could withdraw their Formal Complaint at any time, thus halting the Grievance Process, if they did not wish to proceed with an investigation.

INVESTIGATION & HEARING PROCESS

At any point prior to the Hearing Panel issuing a decision, the parties may request to move to the Informal Resolution Process to attempt to come to an agreement. Both parties must agree to pursue the Informal Resolution Process to move forward with that option.

Investigation Phase: External investigators assigned; Investigator collects evidence and conducts party/witness interviews.



Evidence Review Phase: Parties and their advisors review and respond to evidence collected by the Investigator.



Investigation Report Phase: Parties and their advisors review and respond to the Investigator's report that summarizes all relevant evidence



Hearing Phase: A Hearing Panel conducts a live, virtual hearing with the parties, their advisors, and relevant witnesses. Parties' advisors may question the other party or witnesses.



Decision Phase: The Hearing Panel issues their decision about responsibility and sanctions, if applicable.



Appeal Phase: Either/both parties are able to appeal the Hearing Panel's decision to the Appeal Adjudicator. The non-appealing party may respond to the appeal.



End of Process: The process is complete once the Appeal Phase is over or if neither party appeals the Hearing Panel's decision. Sanctions and remedies, if applicable, are effective immediately following the end of the process.

Communication & Support:

- Reporting Party and Responding Party are offered supportive measures, including resources and accommodations, throughout the process.
- Title IX Coordinator serves as liaison throughout this process and provides weekly updates to both parties.
- Title IX Coordinator follows up with both Reporting Party and Responding Party after the process has concluded.