Title IX Investigation and Hearing Process Map

Interim Policy

Applies to cases where:
• Student accused of sexual misconduct; and
• Faces expulsion or suspension; and
• Witness credibility is central to the case.

Complaint Filed
• Title IX Coordinator ("T9C") meets with Complainant, Respondent, and witnesses and collects evidence through interviews and document review
• T9C sends notice to Respondent and schedules meeting
• Reasonable supportive measures are provided to the Parties

Formal Investigation
• Investigator meets with the Complainant, Respondent, and witnesses and collects evidence through interviews and document review

Evidence Review
• Parties may review evidence and provide evidence and questions for witnesses
• Investigator drafts report that will be sent to Parties for review

Hearing
• Hearing Officer oversees live hearing where Parties can request questions be asked of each other and witnesses
• Parties may provide questions to Hearing Officer to ask each other and other witnesses

Hearing Decision
• If violation found, Parties may submit statements regarding sanctions
• If violation found, Hearing Officer recommends sanctions
• Campus sends decision letter to Parties with finding and sanctions, where applicable

Appeal
• A Party that is not satisfied with the outcome may appeal the finding and/or sanction, under limited circumstances

Early Resolution available up to Hearing Decision
If Early Resolution is reached, the process ends