Title IX Investigation and Hearing Process Map

1. **Complaint Filed**
   - Title IX Coordinator ("T9C") meets with Complainant, explains complaint process (Formal Investigation, Informal Resolution, Appeals)
   - If case accepted, T9C sends notice to Parties and schedules process meeting with Respondent

2. **Formal Investigation**
   - Investigator meets with the Complainant, Respondent, and Witnesses and collects evidence through interviews and document review
   - Title IX Coordinator does preliminary assessment of claims to determine Track 1, Track 2, or Track 3 investigation necessary

3. **Evidence Review**
   - Parties may review evidence and provide evidence and questions for witnesses. Investigator provides preliminary report/evidence summary
   - Investigator drafts Final Report (w/o Findings) that will be sent to Parties for review

4. **Hearing**
   - Hearing Officer oversees live hearing where Parties may submit questions be asked of each other and witnesses
   - Hearing Advisor for each Party is responsible for asking questions on behalf of the Party.

5. **Hearing Decision**
   - Hearing Officer makes decision. If violation found, Parties may submit statements regarding sanctions.
   - If violation found, Hearing Officer recommends sanctions.
   - President/Designee will issue decision on recommended sanctions/discipline.
   - President/Designee sends decision letter to Parties with finding and sanctions, where applicable.

6. **Appeal**
   - A Party may appeal the finding and/or sanction, under qualifying circumstances.

**Supportive measures** (accommodations) may be provided to the Parties

**INFORMAL RESOLUTION** is available prior to a HEARING DECISION. If INFORMAL RESOLUTION is reached, the process ends.