Flowchart of Title IX Process

**Complaint Received**
Report of alleged inappropriate conduct is received and information presented to the Title IX Office.

**Intake Meeting**
Meeting with Complainant to discuss options for resolution, interim measures, and resources.

**Initial Determination**
Coordinator determines risk of harm to Complainant and College and if further action is warranted.

**Initial Notices**
Notices sent stating the alleged violation(s) under investigation and explanation of rights and options.

**Notice of Investigation**
Notices including summary of allegation(s) investigated, potential Policy violations, range of potential sanctions, and name of Investigator sent.

**Notice of Informal Resolution**
In appropriate cases, parties notified of options for informal resolution. If parties consent to such methods, once carried out, case is considered to be closed.

**Initial Interview**
Meeting with Respondent to discuss nature of complaint and their rights during the process.

**Preliminary Investigation Report**
Investigator prepares written report summarizing relevant evidence. Parties are notified and arranged to separately review the PIR in person if they choose to do so.

**Parties' Review of PIR**
Parties may identify additional witnesses or evidence and submit further questions they believe should be explored.

**Investigative Finding—Responsible**
Notices of Investigator’s determination sent. Explains process for referring to a Hearing Panel.

**Final Investigation Report**
Investigator prepares written report, including finding of Responsible or Not Responsible.

**Investigative Finding—Not Responsible**
Notices of Investigator’s determination sent. Case is considered to be closed.

**Panel's Initial Review**
Panel reviews Final Investigation Report and makes decision on how to proceed.

**Determine without Hearing**
Panel determines case does not need formal Hearing. Parties are given chance to make brief statement to Panel.

**Further Investigation**
Panel remands case for further investigation or clarification of report.

**Hearing**
Panel convenes a Hearing. Individuals are only present when making a statement or being questioned, but parties may listen via telephone from separate rooms.

**Panel's Decision**
Panel Chair prepares written finding and rationale, including sanctions (if applicable).

**Notice of Outcome**
Notices sent stating the outcome of the case, including sanctions (if applicable), as well as instructions on how to Appeal if any party(ies) chooses to do so.

**Appeals**
Appeal requests must be submitted in writing within 3 business days after Notice of Outcome sent. Appeals are considered based on limited factors. Outcome of Appeal is final.

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*At any time in the Title IX process, the Title IX Coordinator may elect to take interim actions, including Interim Suspension.*