

[TITLE IX PROCESS]

INCIDENT REPORTED/NOITICE OF COMPLAINT

Maxient, In-Person, E-Mail, Postal Mail, Phone

INFORMATION IS NOT PROHIBITED CONDUCT WITHIN THE SCOPE OF THE POLICY-- REPORT IS REFERRED TO OFFICE OF DEAN OF STUDENTS

COMPLAINANT MEETS FOR INTAKE

(Contact within 1-5 business days)

RESPONDENT MEETS FOR INTAKE

(Contact within 1-3 business days after formal complaint)

REFER TO STUDENT CONDUCT (Alleged conduct not within scope of the policy) NO NEW INVESTIGATION NEEDED PROCESS WILL FOLLOW PROCEDURES OUTLINED BY OFFICE

COMPLAINANT DOES NOT FILE FORMAL COMPLAINT

- Complainant receives supportive measures/resources
- Respondent is not notified

COMPLAINANT FILES FORMAL COMPLAINT

- Complainant decides between formal or informal resolution
- Respondent receives notice of allegation and meets for intake

FORMAL RESOLUTION - INVESTIGATION

(Begins within 5-7 business days of completed intakes)

- Investigators meet with both parties and any witnesses
- Parties provide evidence/information
- Investigators write an investigation report for parties and their advisors to review

(COMPLETED WITHIN 30-60 BUSINESS DAYS)

INFORMAL RESOLUTION

- COMPLAINANT or RESPONDENT requests mediation or restorative practices
- Complainant could return to formal process anytime (OPTION NOT AVAILABLE FOR ANY COMPLAINANT INVOLVING AN EMPLOYEE)

DISMISSED BY TIX COORD AT ANYTIME DURING THE PROCESS ANY DISMISSAL BY TIX COORD BASED ON ONE OR MORE OF THE FOLLOWING:

- Did not meet sexual harassment definition
- Did not occur in BGSU's education program or activity
- Not against a person in the US
- Notified by complainant to withdraw formal complaint
- The respondent is no longer enrolled or employed
- Specific circumstances prevent gathering sufficient evidence

SINGLE DECISION MAKER (SDM) OR BOARD HEARING

(Completed within 15-20 business days after Final Investigation Report)

- The SDM/hearing board will make the determination regarding responsibility
- The SDM/hearing board will decide sanctions

MEDIATION OR RJ OUTCOME

(Completed within 30 business days of request for informal process)

- Outcomes of process are not punitive or part of conduct record
- Once a resolution has been agreed upon, parties cannot switch to a formal process
- No appeal process

SDM/BOARD DECISION APPEALS

Dean of Students

DISMISSAL APPEALS

Chief Diversity & Belonging Officer