STEP 1: INITIAL CONTACT

Institutional Equity, Diversity and Inclusion receives a report about your case from the Complainant, a witness or a mandated reporter. If the Complainant wishes to pursue an investigation, interim remedies may be provided by our office.

STEP 2: INVESTIGATION

You will meet with our Intake Officer and our Investigator for an interview. It will consist of your account of the incident for our records and to clarify any preliminary questions we may have. We will also collect witness names, if any.

Prior to our meeting with you, our office will have met with the Complainant (other party) to discuss their side of the events and the situation. Our office will act as a neutral party during the conversations on all sides. Evidence will be gathered at this time. We will gather as much relevant information as possible from all parties involved.

The Title IX Coordinator will review the evidence and decide whether to move the case to the resolution process.

ACCUSED NOT FOUND RESPONSIBLE

If the Title IX Coordinator finds that (you) the Accused could NOT be found responsible by a reasonable person, you will receive a letter explaining that there is not enough information to move forward and that the case has been closed. Complainant may request that the Title IX Coordinator review the case and decision again. If you are found not responsible after review, the investigation process concludes.

ACCUSED FOUND RESPONSIBLE

If the Title IX Coordinator finds that (you) the Accused could be found responsible by a reasonable person, then both parties will receive a NOTICE OF CHARGE and the Title IX Coordinator will direct the process to continue.
STEP 3: RESOLUTION PROCESS

Typically, cases are filtered through the informal process, but it is ultimately the parties of the case that decide how to proceed. You and the Complainant will have the choice from the following three options.

INFORMAL RESOLUTION PROCESS

The Title IX Coordinator or Deputy Coordinator will meet with you and the Complainant and will render a decision.

CONFLICT RESOLUTION PROCESS

This process could be mediation or facilitated dialogue between you and the Complainant to come to an agreeable resolution. This process will NOT be used in cases of sexual misconduct or violent behavior of any kind.

FORMAL RESOLUTION PROCESS

A hearing date will be set and you will receive a NOTICE OF HEARING. At least two days prior to the hearing, both parties can pick up copies of evidence gathered, names of Hearing Panel members, and the list of witnesses. A three-member Hearing Panel will listen to the case. Witnesses are called, both you and the Complainant are allowed to present, and a decision is rendered.

POSSIBLE SANCTIONS INCLUDE

Warning; loss of privileges; housing penalties; educational sanctions; suspension; expulsion

APPEALS

You have the right to appeal findings and sanctions based on procedural error, new evidence, or because sanctions don’t fit the severity of the offense.

YOUR RIGHTS

In accordance with UM System Collected Rules and Regulations:

1. To be treated with respect by University officials.
2. Access to campus support resources (such as counseling and mental health services and University health services), unless suspended from campus pending the completion of the process.
3. To have an Advisor accompany them to all interviews, meetings and proceedings throughout the Equity Resolution Process.
4. To refuse to have an allegation resolved through conflict resolution procedures or using the Informal Resolution process.
5. An equal opportunity to present a list of potential witnesses and provide evidence.
6. To receive notice of the policies alleged to have been violated and notice of a Formal Resolution Hearing.
7. To have complaints heard in substantial accordance with these procedures.
8. To be informed of the finding, rationale and sanction of the complaint in writing.
9. Equal opportunity to appeal the findings and sanction.