SEXUAL MISCONDUCT ADJUDICATION PROCESS SUMMARY

1. University initiates 80% of 20% of 1. Complainant initiates an administrative cases cases a complaint complaint 2. Respondent is Notified of Disciplinary Charge* Respondent receives complaint and has 5 business days to submit a written statement 4. Fact-Finding Investigation Investigator interviews parties and 3. Complainant receives respondent's statement witnesses and reviews documents **Usually takes** 60-90 days 6. Panel Review*** 5. Fact-finding The Panel meets and reviews the investigative report fact-finding investigative report provided to the parties** [6-9 can take a few weeks1 7. Pre-Decision Conference The Panel Chair and Title IX 8. Parties can provide any Coordinator meet with each rebuttal information within 5 party individually and review business days of the conference the preliminary decision

9. Panel's Final Decision

Either party can appeal a panel's decision****

The Panel will issue a written Panel's Decision of their findings on the preponderance of the evidence standard

*An automatic no contact order is put in place and both parties signs Privacy/Non-Retaliation Acknowledgments.

**The report is accessed through a secure portal.

***The Panel is assembled by the Title IX Coordinator. All panel members affirm they can be neutral and parties confirm they do not know any of the panel members.

****Either party can appeal a Panel's decision within 7 business days, on 3 bases: procedural error, new evidence, and/or severity of discipline. For the appeals process a new panel is convened.



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