Title IX and Sexual Misconduct Process: Informal

INFORMAL COMPLAINTS INITIATED BY STUDENTS

This process concerns informal complaints initiated by students on the basis of sex, gender, sexual orientation, gender identity/expression, or sexual misconduct (i.e., sexual harassment, sexual assault, etc.) by students, employees (faculty or staff), patients, third parties or community members.

Title IX Policy (PDF) | Sexual Misconduct Policy (PDF)

1

Complaint received

When OEO receives an informal complaint, the office will contact the reporter or person who felt harmed to ask how they want to resolve the matter (formally or informally). This flowchart depicts the informal process. For the formal process, please see the relevant flowchart and Sexual Misconduct Adjudication Process (SMAP) - Formal Appeal (PDF).

2

Informal request

The complainant/reporter in an informal matter may say, “I want this conduct to stop,” OR “I want them to know this hurt me.” [NOT: “I want a formal investigation.”] Note: Both parties as well as Tufts must agree to resolve the matter informally. The respondent must have some affiliation with Tufts for OEO to have jurisdiction.

3

Choosing informal options

OEO talks to the complainant/reporter and/or the reporting complainant about which informal process options they want. Please see Explanation of Informal Process Options.

4

Important to note:

- OEO reserves the right to move an informal complaint to a formal complaint and will discuss this with the reporter or complainant.
- Because informal findings are not subject to personnel or student records, informal decisions cannot be appealed.
- Some sexual misconduct complaints are not appropriate for informal resolution.

It is important to note this process is sometimes not linear or fixed. The OEO reviews each case uniquely. Thus, certain steps may be modified or skipped to ensure this process best addresses the specifics of a case.

For more information please visit oeo.tufts.edu or call OEO at **617-627-3298**.

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