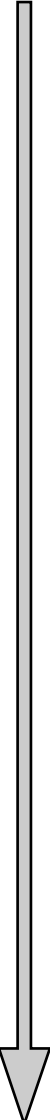


Title IX Process - Informal

This process concerns informal complaints issued 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.



When the 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 review the formal flowchart.

After an informal complaint is determined, in some cases, a reporter or complainant may request that the OEO have a coaching or counseling conversation with the respondent. These discussions do not appear in personnel or student records. The Complainant can have a role in this process. The Respondent will have an opportunity to share their views and concerns.

The OEO reports back to the complainant, if they wish, about the OEO conversation with the respondent.

Important to note:

- The OEO reserves the right to move an informal complaint to a formal complainant 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.

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