

Title IX FORMAL PROCESS



OBJECTIVE

An assessment is made as to whether allegation is a violation of the Title IX Policy and Grievance Procedure and/or another HHM/HMSOM policy.

Goal of procedure: What policies, if any, were violated? Does a preponderance of the evidence support a finding of responsibility? If so, what is the appropriate sanction?

PROCEDURAL OVERVIEW

The Title IX Office partners with a third party firm to conduct an investigation and disciplinary hearing. A trained Decision Maker determines the Respondent's responsibility and sanctions, if applicable. Either party (Complainant or Respondent) can appeal the decision and/or sanctions.

COMPLAINANT INVOLVEMENT

Complainant is asked to participate in one or more investigative interviews, provide evidence, review an investigative report, and attend a disciplinary hearing. A Complainant has the right to an advisor of choice or will be provided with one by the School.

RESPONDENT INVOLVEMENT

Respondent is asked to participate in one or more investigative interviews, provide evidence, review an investigative report, and attend a disciplinary hearing. A Respondent has the right to an advisor of choice or will be provided with one by the School.

OUTCOME/ CONSEQUENCES

If Respondent is found to have violated Title IX, sanctions and remedies will be designed to restore or preserve equal access to the School's education program or activity. If Respondent is found to not have violated Title IX, no sanctions are given.

TYPICAL LENGTH

Generally, no longer than 90 days after the Formal Complaint is filed, excluding all appeals processes. However, this timeline is subject to change based on unforeseen circumstances.



Title IX INFORMAL PROCESS

OBJECTIVE

No determination is made about whether Respondent violated the Title IX Policy and Grievance Procedure; the focus is on repairing the harm through a remedies-based, structured interaction.

Goal of procedure: What is the harm and how can we repair and/or rebuild trust?

PROCEDURAL OVERVIEW

The Title IX Office partners with a third party firm to conduct the informal resolution with a trained mediator; no disciplinary hearing is held. (This process can be terminated by either party, or by the Title IX office, at any time. The case may then be resolved through the formal process).

COMPLAINANT INVOLVEMENT

The School proposes an informal resolution option, and the Complainant voluntarily agrees or declines. Both parties must agree in order to proceed with this process; if either party declines, the formal process is followed.

RESPONDENT INVOLVEMENT

The School proposes an informal resolution option, and the Respondent voluntarily agrees or declines. Both parties must agree in order to proceed with this process; if either party declines, the formal process is followed.

OUTCOME/ CONSEQUENCES

This process determines level of harm and how to rebuild trust. Agreements are reviewed by the Title IX Office. A Party's failure to comply with the Agreement may result in a violation of the Code of Conduct or other applicable School policies.

TYPICAL LENGTH

Generally a quicker resolution than a Formal Process. However, this timeline is subject to change based on unforeseen circumstances.

