

Equity, Civil Rights, and Title IX Office

Sexual and Gender-Based Misconduct Process Overview: Student Respondent

1

ECRT Receives Report + Performs Initial Assessment

- Assessment occurs immediately
- ECRT considers immediate health and safety concerns

2

ECRT Sends outreach to Complainant

- Outreach occurs within 24 business hours of report receipt
- Email explaining ECRT's role, procedural options and supportive measures

3

ECRT Meets with Complainant

- Meeting optional
- Complainant may elect to share information about their experience and/or file a Formal Complaint - a signed document outlining the allegations and requesting an Investigative Resolution or Adaptable Resolution.

4

Complainant Requests one of the following:

Investigative Resolution

- Expected timeline for entire process (including appeals) expected is 180 days (see Investigation Process sheet)
- ECRT gathers information
- Includes a live hearing to determine whether policy was violated

Adaptable Resolution

- Expected timeline is 90 days but varies based on party participation
- Voluntary, remedies based resolution that seeks to repair harm (to the extent possible)
- Does not include formal discipline of Respondent

Other Response

- Expected timeline is 30 days
- Includes educational conversations, training, other available educational interventions.

No Action

Parties may request that ECRT take no action at all in response to their report.

5

Title IX Coordinator Reviews requested step

Title IX Coordinator must approve any requested resolution option identified by Complainant. Generally, the Title IX Coordinator will seek to honor requests made by Complainant.