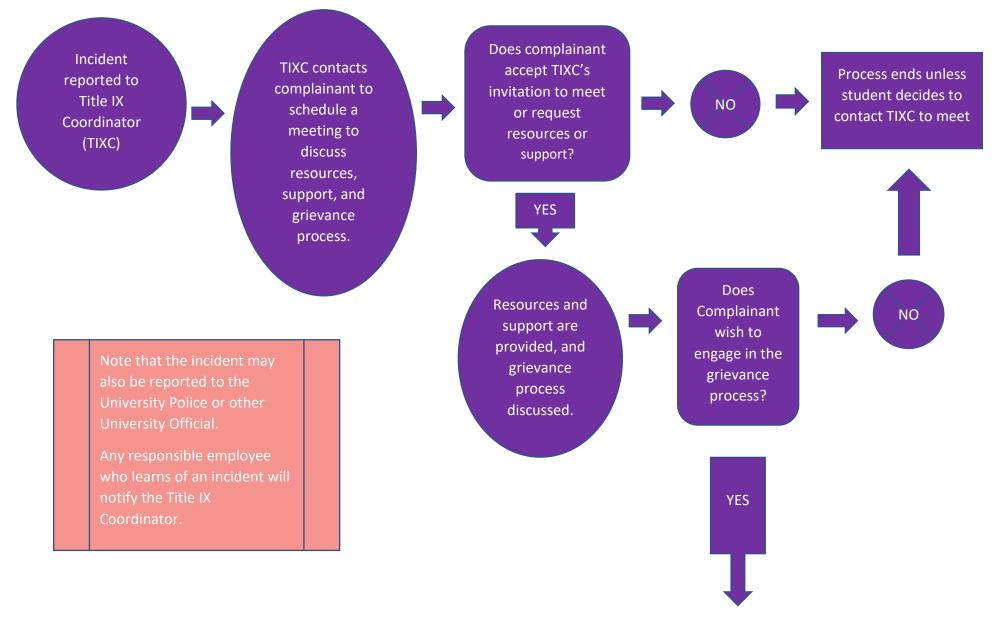
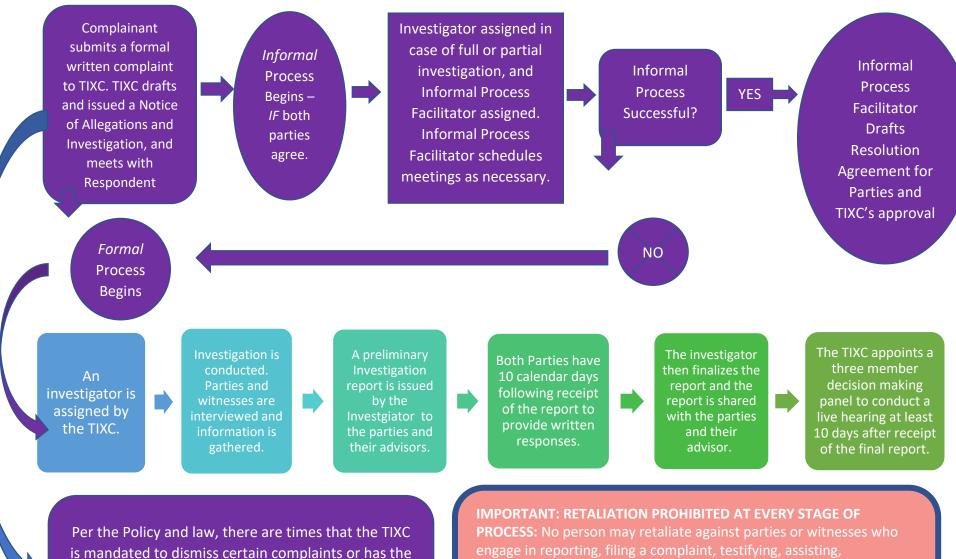
**Reporting, Resources, Support and Formal Complaint Initiation** 

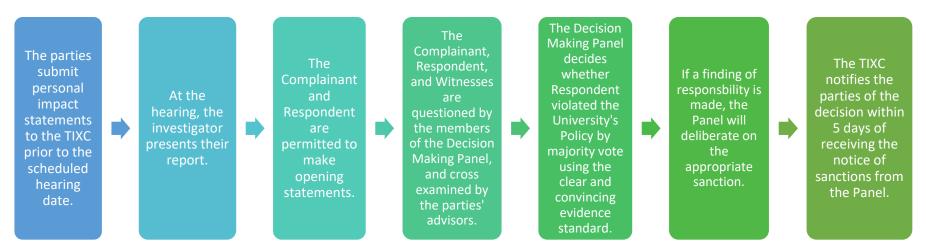
## **REPORTING PROCESS**





is mandated to dismiss certain complaints or has the discretion to dismiss certain complaints. The Parties are permitted to appeal the TIXC's dismissal by following the appeal procedures set forth below. engage in reporting, filing a complaint, testifying, assisting, participating or refusing to participate in an investigation, proceeding, hearing, or resolution of an alleged violation. Retaliation may include intimidation, threats, coercion, discrimination, or adverse employment or education actions. More information on retaliation can be found in the policy.

### FORMAL HEARING PROCESS



### **APPEAL PROCESS**

Appeals may be filed by either party within 5 business days from the time of notification of decision to the Vice President for Student Life for students or the VP for Human Resources for Employees.

#### The appeal reasons:

1. New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;

2 Procedural irregularity that affected the outcome of the matter; or 3 The Title IX Coordinator or designee, investigator(s), or

3. decision maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter. The opposing party may provide a response within five business days from notice.

# An appeal panel will be assembled, and the panel will make a decision with 10 days.

Sumary of Appeal Decision is sent to both parties.