Actual Notice is Given of Policy Violation (Title IX Agent/Responsible Employee)

Assess Interim Action if necessary

Initial Remedial Action

Preliminary Investigation

College Agent determines No Reasonable Cause to believe Policy Violation

College agent determines Reasonable Cause to believe Policy Violation

Notice of Investigation to Complainant and Respondent

Investigation by College Agent; Required not to exceed 15 business days.

Completed finding review with appropriate College Authority

Notice of Charge to Respondent and Complainant

Opportunity to resolve through Informal Resolution. Typically a 10 day resolution.

Resident Accepts Findings and Sanctions

Notice of Finding and Sanction sent to Complainant and Respondent

Complainant or Respondent Appeals to Campus Dean/CEO. Appeal must be heard within 15 working days of request.

An appeal hearing is conducted. A decision is made with notice within 5 business days.

Complainant or Respondent Rejects Findings; Appeals to UM President

Appeal Hearing is conducted per UM Timeline

Complainant or Respondent Rejects Findings; Appeals to Office of the Commissioner of Higher Education

Appeal Hearing is conducted per OCHE Timeline

Respondent found Not Responsible.

Resolved

Share Outcome with all Parties; Remedy Effects; Enforce Sanctions

Reassess Duty to Inform

Share Outcome with all Parties

Appeal Denied; Findings and sanctions affirmed; Share outcome with all Parties

Share Outcome with all Parties

Appeal Denied; Findings and sanctions affirmed; Share outcome with all Parties

Complainant or Respondent Rejects Findings; Appeals to UM President

Complainant or Respondent Rejects Findings; Appeals to Office of the Commissioner of Higher Education

Complainant or Respondent Rejects Findings and files an appeal. Must do so within 5 working days.

Complainant or Respondent Accepts Findings and Sanctions

Notice of Finding and Sanction sent to Complainant and Respondent

Complainant or Respondent Rejects Findings and files an appeal. Must do so within 5 working days.

Complainant or Respondent Does Not Accept Findings and Sanctions

Appeal Hearing is conducted per UM Timeline

Appeal Denied; Findings and sanctions affirmed; Share outcome with all Parties

Complainant or Respondent Rejects Findings; Appeals to UM President

Complainant or Respondent Rejects Findings; Appeals to Office of the Commissioner of Higher Education

Respondent found Not Responsible.

Share Outcome with all Parties; Remedy Effects; Enforce Sanctions

Reassess Duty to Inform

Share Outcome with all Parties