THE FORMAL RESOLUTION PROCESS

Track 1: Federal Mandated Hearing Process

- **Formal Complaint**: Filed by Complainant or the Title IX and Equal Opportunity Officer
- **Notice of Investigation**: Includes sufficient detail about the allegations and an overview of the Parties' rights.
- **Investigation**: Both Parties may participate in interviews. Both Parties may share relevant information, including the names of witnesses.
- **Preliminary Report and Review of Evidence**: Both Parties and their Advisors may review and respond to a Preliminary Report and the relevant evidence gathered.
- **Final Report**: Fairly summarizes all relevant evidence. Both Parties may submit a written response.
- **Hearing**: Parties not in the same room. Both Parties' Advisors may cross-examine the other party and witnesses. The Hearing Officer will issue a written decision with findings and sanction(s), if appropriate.
- **Appeal**: Both Parties may appeal the outcome and/or sanction on limited grounds.

Track 2: State Mandated Hearing Process

- **Formal Complaint**: Filed by Complainant or the Title IX and Equal Opportunity Officer
- **Notice of Investigation**: Includes sufficient detail about the allegations and an overview of the Parties' rights.
- **Investigation**: Both Parties may participate in interviews. Both Parties may share relevant information, including the names of witnesses.
- **Preliminary Report and Review of Evidence**: Both Parties and their Advisors may review and respond to a Preliminary Report and the relevant evidence gathered.
- **Final Report**: Fairly summarizes all relevant evidence. Both Parties may submit a written response.
- **Hearing**: Parties not in the same room. Both Parties may submit questions to the Hearing Officer to pose to the other party and witnesses. The Hearing Officer will issue a written decision with findings and sanction(s), if appropriate.
- **Appeal**: Both Parties may appeal the outcome and/or sanction on limited grounds.

Track 3: Non-Hearing Process

- **Formal Complaint**: Filed by Complainant or the Title IX and Equal Opportunity Officer
- **Notice of Investigation**: Includes sufficient detail about the allegations and an overview of the Parties' rights.
- **Investigation**: Both Parties may participate in interviews. Both Parties may share relevant information, including the names of witnesses.
- **Preliminary Report and Review of Evidence**: Both Parties and their Advisors may review and respond to a Preliminary Report and the relevant evidence gathered.
- **Final Report**: Fairly summarizes all relevant evidence. The Investigator makes the decision on findings and the report will include sanction(s), if appropriate.
- **Appeal**: Both Parties may appeal the outcome and/or sanction on limited grounds.

**Communication and Support:**
- The Office for Title IX and Equal Opportunity offers resources and supportive measures to both Parties throughout the Formal Resolution Process regardless of the track.
- Disability-related accommodations available upon request.
- The Office for Title IX and Equal Opportunity provides periodic updates to both Parties.