



Title IX: Resolutions and Consequences

When a report/complaint of sexual misconduct or sex discrimination is received, the College shall conduct a preliminary inquiry. The investigator(s) shall determine whether the report/complaint is founded. Resolutions and/or consequences shall be determined on a case-by-case basis by the Title IX Coordinator and/or investigators in consultation with appropriate College personnel and policies. These resolutions and/or consequences shall be independent of any criminal and/or civil proceeding in a court of competent jurisdiction.

Possible Resolutions

Insufficient information to proceed beyond preliminary inquiry

Case is dismissed

Standard: Reasonable cause based upon sufficient, substantiating evidence*

Sufficient information to find that sexual misconduct or sex discrimination occurred

The College can implement either an informal or a formal resolution

*Rules of evidence for court do not apply.

Informal Resolution

Interim Remedies (already implemented or additional) to resolve the situation

Other institutional policies or processes can be implemented to resolve the situation

Complainant requests no formal action by the College (Such requests are not determinative but are strongly considered)

May **not** be mediation.

Formal Resolution

Apply: *Student Code of Conduct* or *Faculty/Staff Manual* policy/procedures

Determine: Can the investigation be completed internally or does it require an outside investigator (typically can be completed internally unless there is a clear conflict of interest among qualified investigators, the scope of the allegations exceed internal resources, or the matter also includes systemic allegations against the institution itself)

Possible Outcome: Student/employee is found not responsible for violating the policy

Possible Outcome: Student/employee is found responsible for violating the policy; possible consequences identified below.

Possible Consequences to Students found responsible for violating this policy:

Probation with Special Conditions pursuant to the *Student Code of Conduct*

Suspension from the College pursuant to the *Student Code of Conduct*

Dismissal/expulsion from the College pursuant to the *Student Code of Conduct*

Possible Consequences to Employees found responsible for violating this policy:

Probationary employment terminated pursuant to *Faculty/Staff Manual*

Disciplinary action pursuant to *Faculty/Staff Manual*

Dismissal pursuant to *Faculty/Staff Manual*