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

*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