Disclosure
Title IX Program receives a report of sexual harassment or sexual violence (including sexual assault, dating/domestic violence, and stalking).

No Formal Investigation is pursued. This may happen for a variety of reasons, including: request of Complainant, lack of information available to Title IX Program, and/or the alleged conduct would not constitute a policy violation.

Complainant is contacted and provided information about support resources and reporting options. Title IX Program consults with Complainant about appropriate response to allegations. Allegations are assessed to determine need for emergency suspension, and/or warning to campus community.

Formal Disciplinary Investigation begins and Respondent is issued a Notice of Investigation detailing the allegations.

The Title IX Investigator conducts and thorough investigation and collects available and relevant evidence. The Investigator creates an Initial Investigative Report, which parties are allowed to review and provide feedback.

The Title IX Investigator sends the Final Investigative Report to OSCCS for decision making.

OSCCS determines whether the Respondent has violated campus policy using the preponderance of the evidence standard.

Complainant can appeal the OSCCS decision to the VCSA.

The VCSA upholds the finding of OSCCS.

The VCSA overturns the finding of OSCCS and finds the Respondent responsible for violating the campus policy.

Process ends.

Respondent waives their right to a hearing and accepts the finding and sanction from OSCCS.

OSCCS shares finding with both parties. Depending on outcome, both parties have right to appeal the findings to the Chancellor.

Settlement agreement signed (with consultation of Complainant)

Complainant can continue to access support resources and request appropriate accommodations.

Record of allegation is maintained with Title IX Program.

Formal Disciplinary Investigation begins and Respondent is issued a Notice of Investigation detailing the allegations.

The Title IX Investigator conducts and thorough investigation and collects available and relevant evidence. The Investigator creates an Initial Investigative Report, which parties are allowed to review and provide feedback.

The Title IX Investigator sends the Final Investigative Report to OSCCS for decision making.

OSCCS determines that Respondent is not responsible for violating campus policy.

Complainant can appeal the OSCCS decision to the VCSA.

The VCSA upholds the finding of OSCCS.

The VCSA overturns the finding of OSCCS and finds the Respondent responsible for violating the campus policy.

Process ends.

Respondent pursues their right to have the case heard in front of a hearing committee.

Hearing committee hears the case and makes independent decision about responsibility and sanctioning. (Complainant has right to participate in hearing, but is not required to do so.)

OSCCS determines that Respondent is responsible for violating campus policy and recommends an appropriate sanction. (Both parties are provided notice of the decision.)

Respondent waives their right to a hearing and accepts the finding and sanction from OSCCS.

Settlement agreement signed (with consultation of Complainant)

Complainant can appeal the OSCCS decision to the VCSA.

The VCSA upholds the finding of OSCCS.

The VCSA overturns the finding of OSCCS and finds the Respondent responsible for violating the campus policy.

Process ends.

Respondent pursues their right to have the case heard in front of a hearing committee.

Hearing committee hears the case and makes independent decision about responsibility and sanctioning. (Complainant has right to participate in hearing, but is not required to do so.)

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Settlement agreement signed (with consultation of Complainant)

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Settlement agreement signed (with consultation of Complainant)