



Title IX Concern is raised

- Anyone can raise a Concern
- Flexible format (e.g. written, verbal, by observation)
- Shared obligation

If needed based on Concern, implement immediate safety plan

Is a mandatory report required?

yes

- Call law enforcement or child welfare to make report
- Implement Supportive Measures for safety and support
- HOLD on further Title IX work until "cleared" by DPD or DHS

no

Title IX Coordinator meets with Complainant to discuss:

- Supportive Measures
- Possibility of Formal Complaint

Supportive Measures implemented (as needed and appropriate)

resolved

no

Formal Complaint filed?

yes

Complaint goes to Investigator

- Coordinator continues to be available for Supportive Measures
- Investigator meets with Parties, advises them of rights and overview of process

Informal process?

yes

Facilitator works with the Parties to repair harm caused, implement Remedies (as needed and appropriate)

Fully resolved with informal process

no

Start (or re-start) formal Grievance Process

Formal Grievance Process

- Fact finding
- Interview Parties and witness
- Gather other evidence

Compile evidence into draft Investigative Report

Share with Parties for input phase

Finalize report and send to Decision Maker

Decision maker reaches Determination of Responsibility

- Did this violate our policy against sexual harassment and sex-based discrimination?

Coordinator works with Parties to implement Remedies (as needed and appropriate), Complaint fully resolved