

What to Expect

Formal Complaint Filed

The Complainant files a Formal Complaint seeking resolution through formal process. EOA evaluates - do reported concerns, if true, violate of the Title IX policy. If so, the case proceeds.

Notifying the Respondent

The Respondent receives notification of formal complaint including reported information that may violate Title IX, rights & responsibilities of parties, and invitation to meet with EOA to discuss the resolution process.

Investigation

EOA investigator is assigned & begins investigation. They conduct interviews, gather evidence, and an investigation report is prepared.

Hearing

Parties testify & are cross examined. Hearing panel members determine if Respondent violated Title IX policy using "Preponderance of Evidence" standard.

Decision/Sanctions

Parties are notified of outcome and have a limited right to appeal. Where Respondent is found to have violated policy, sanctions may be imposed.

What are the benefits of choosing a Formal Resolution process?

The Formal Resolution Process includes an in-depth investigation. The Parties have the right to provide evidence to the Investigator, identify witnesses, and suggest questions to be asked of those involved. Cross-examination of the Parties (by their Advisor) occurs. Parties do not have to come to an agreement on final outcomes.

Is a Formal Resolution process always an option?

If allegations reported would violate Title IX policy, then the Formal Resolution pathway is available.

Do the parties interact directly with one another?

Direct contact between the parties is not required. Hearings can be conducted remotely with parties participating from different locations.

Can parties change to Informal Resolution?

Parties may request to switch to an Informal Resolution process at any point before the Formal Resolution process is complete. Information gathered via the Formal Resolution efforts may be used in an Informal Resolution process.

What sanctions could a student face if found responsible for violating Title IX?

Potential sanctions include no contact directives, change of housing placement, mental health assessment, loss of privileges, written reprimand, disciplinary probation, suspension, or expulsion. Sanctions are determined by the Dean of Students Office.