## REPORT MADE & SUPPORT OBTAINED

PATHS OF RESOLUTION

Resources

and Support Are Always Available Throughout the Process

FINAL
RESOLUTION:
VOLUNTARY
RESOLUTION OR
INVESTIGATION
(& APPEAL)

A report is made to a reporting option.

Title IX Coordinator or designee will contact Complainant to discuss safety concerns and make interim protective measures available; identify resources and additional reporting options, including law enforcement; and outline the following paths of resolution:

Complainant may request that no further action be taken.

Complainant may request an Investigation which may result in disciplinary action against Respondent. Complainant may request Voluntary Resolution if available to address the conduct without disciplinary action.

University will strive to honor Complainant's request. For Complainant's safety and the safety of the University community, the University will assess whether taking no further action poses a risk to Complainant or other community members. If safety is an issue, University may need to take further action while supporting Complainant and protecting Complainant's privacy.

In an Investigation, the investigator will gather information and determine, in consultation with Title IX Coordinator, whether a Policy violation has occurred, and if so, assign an appropriate sanction and remedy.

Resources are available to both Complainant and Respondent to guide and support them in the process. Under Voluntary Resolution, immediate and corrective action may be taken through individual and community remedies. These are forms of Voluntary Resolution that do not involve sharing identifiable information with Respondent. Complainant and Respondent can request to end Voluntary Resolution and pursue an Investigation at any time.

END. Continue to receive support.

END. Continue to receive support.

Where there has been an Investigative Finding that a Policy violation has occurred, both parties may:

- (1) Accept both the Investigative Finding and recommended Sanction (which becomes final upon agreement);
- (2) Accept the Investigative Finding, but Appeal the recommended Sanction; or
- (3) Appeal the Investigative Finding and recommended Sanction.

Where either party Appeals, the matter will be forwarded for a Hearing by the Appeal Panel.

Where there has been an investigative finding that no Policy violation occurred, the Complainant may:

- (1) Accept the Investigative Finding (on one or all of the alleged violations); or
- (2) Appeal the Investigative Finding (on one or all of the alleged violations).

Where either party requests an Appeal, the matter will be forwarded for a Hearing by the Appeal Panel.

END. Continue to receive support.

If the matter is brought before a Hearing Panel, the Hearing Panel will determine whether a Policy violation occurred by a preponderance of the evidence and impose appropriate sanctions and remedies.

Any further Appeal may only be made pursuant to UL System Policy.

END. Continue to receive support.



END. Continue to receive support.