TITLE IX PROCESS

Jake McGraw | August 16, 2023 **INCIDENT REPORTED** In person, ICF/Guardian, Heidelberg Email, Phone, Postal Mail **Incident Report is reviewed Information Provided Does** by a member of the Title Ix **NOT Fall Under Jurisdiction Team** of Title IX Title IX team member contacts This Report will be referred to the Complaintant to meet. the Student conduct board and the Dean of Students **Complaintant Chooses NOT** Complaintant Chooses to File a to File a Formal Complaint **Formal Complaint** Complainant is given the choices Dismissed by TIX Supportive bewtween fornal or informal Coordinator resources/measures provided. resolution. Respondant is not notified Respondant received notice of Reasons for Dismissal allegation and meets for intake. Include: Did not meet sexual harassment defintion. **Formal Resolution Informal Resolution** Not against a person in the US. Invesigators meet with both Complainant or Respondant Did not occur in Heidelberg's parties and any witnesses. requests mediation. education program or activity. Parties provide investigators with all evidence or Complainant withdrew complaint. information. Respondant is no longer An investigation report is enrolled or empolyed at written and shared with all Heidelberg. parties and advisors for Mediation review. Circumstances prevent gathering sufficient evidence. TIX team member meets with parties seperately to come up with a resolution that both Hearing parties agree to. Complainant can decide at anytime to return to a formal The hearing will be conduted with all parties and the decison resolution process if no resolution can be agreed upon. maker will make a determation regarding responsibility. Opportunity for Appeal Once parties do agree to a resolution there is no option to return to the formal process and there is no appeal. **Decision** The decision maker decides what sanctions are given.