CWRU INTERIM SEXUAL HARASSMENT POLICY FLOW CHART (Process A)

Incident of Sexual Harassment → Notice of Formal Complaint to Title IX Coordinator → Provide Supportive Measures to Complainant → Initial Assessment of Which Policies are Applicable →

Do Dismissal Provisions Apply? * Yes → Notice of Referral to Process B or other process

No → Notice of Dismissal & Provide Supportive Measures → Did either party Appeal?

No → Outcome Final

Yes → Notice of Appeal Outcome

Was Appeal Granted?

Yes → Notice of Appeal Outcome

No → Proceed to Formal Investigation

Notices to Parties of Alleged Violation and Formal Investigation

Complainant requests informal resolution & it is appropriate **

Respondent agrees to begin informal resolution?

No → Proceed to Formal Investigation

Yes → Complainant requests no action or confidentiality & it is appropriate?

Provide Support Measures to Complainant

Yes → Complainant requests no action or confidentiality & it is appropriate?

Provide Support Measures to Complainant

No → Complainant requests informal resolution & it is appropriate **

Yes → Informal Resolution Successful?

No → Proceed to Formal Investigation

Investigation

10 Day for Parties to Review Preliminary Report & Evidence → Investigator Incorporates Responses, Conducts any Additional Investigation Needed, and Updates Report → Is New Evidence Presented that Requires an Additional Review Period

No → Investigator Finalizes Report that Fairly Summarizes Relevant Evidence

Yes → Notice of Outcome, Determination, & Remedies

Appeal

Notice of Outcome, Determination, & Remedies

Formal Hearing

10 Day Review Period of Report and Evidence Prior to Hearing

If error found, could refer back to Panel hearing to correct.

* An initial review of Dismissal Requirements is completed at the beginning of the process, however, if at any time the investigator becomes aware that a dismissal requirement is met, the report will be re-reviewed.

** A party can request an informal resolution at any time during the process including the investigation and hearing phase, but is drawn here as part of the initial assessment.

Modified from ATIXA 2020 Flow Chart