CWRU INTERIM SEXUAL HARASSMENT POLICY FLOW CHART (Process B)

Incident of Sexual Harassment
Notice of Formal Complaint to Title IX Coordinator
Provide Supportive Measures to Complainant
Initial Assessment of Which Policies are Applicable
Mandatory Dismissal Under Process "A" Applies
Notice of Referral to Process "B"

Assessment of Complainant's Preferred Course of Action

Did either party Appeal & Was it Granted?

Complainant requests Administrative Resolution

Complainant requests informal resolution & it is appropriate **

Respondent agrees to begin informal resolution?

Informal Resolution Successful?

Notice of Outcome, Determination, & Remedies

Complainant requests Supportive response only.

No
Referring to Process "A"

No

No

Investigator Finalizes Report that Fairly Summarizes Relevant Evidence

No

Yes

Yes

Yes

Yes

No

Notice of Outcome, Determination, & Remedies

Appeal

Notice of Outcome, Determination, and 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.

Notice to Parties of Alleged Violation and Formal Investigation

Investigation

5 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

Yes

No

Mandatory Dismissal Under Process "A" Applies

** 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