Someone reports sexual harassment to any District employee or using the online form.

Any District employee has notice of sexual harassment or allegations of sexual harassment.

Notification of sexual harassment allegation made to Title IX Coordinator.

Title IX Coordinator promptly and confidentially contacts Complainant to offer and discuss supportive measures and explain the process for filing a formal complaint.

If no formal complaint is filed, the Complainant remains entitled to supportive measures.

If a formal complaint is filed, the Grievance Process Begins.

Title IX Coordinator determines whether emergency removal of Respondent is necessary.

Title IX Coordinator assesses the formal complaint for mandatory dismissal.

Either Party can appeal. Provide written notice to the other party.

Grievance Decision-Maker reviews the allegations in the formal complaint and generates an investigative report.

Grievance Decision-Maker finds Respondent responsible.

Either Party can appeal. Provide written notice to the other party.

Grievance Decision-Maker implements any remedies. Formal Complaint is Resolved.

Grievance Decision-Maker finds Respondent not responsible.

Either Party can appeal. Provide written notice to the other party.

Appeal Decision-Maker oversees appeal process and then issues written decision simultaneously to both parties.

Informal Resolution: At any point after a formal complaint is filed and before a determination regarding responsibility is made, the parties may voluntarilly engage in an informal resolution process (if applicable).

Facilitator of the Informal Resolution Process.

No Formal Complaint Filed

Complainant remains entitled to supportive measures.

Formal Complaint Filed

Grievance Process Begins

Provide required notice to known parties.

Title IX Coordinator determines whether emergency removal of Respondent is necessary.

Grievance Decision-Maker reviews the allegations in the formal complaint and generates an investigative report.

Grievance Decision-Maker finds Respondent responsible.

Either Party can appeal. Provide written notice to the other party.

Appeal Decision-Maker oversees appeal process and then issues written decision simultaneously to both parties.

Informal Resolution: At any point after a formal complaint is filed and before a determination regarding responsibility is made, the parties may voluntarily engage in an informal resolution process (if applicable).

Facilitator of the Informal Resolution Process.

*Note: The formal complaint or an allegation in it may later be dismissed during the investigation or hearing if one of three conditions is met.