

Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy

1. [Purpose and Scope of this Policy](#)
2. [Institutional Notice of Sexual Harassment](#)
3. [Definitions](#)
4. [Designation of Title IX Coordinator / Title IX Liaison](#)
5. [Response to Allegations of Sex Discrimination and Sexual Harassment](#)
6. [University Response to a Formal Complaint](#)
7. [University Sexual Harassment Grievance Process](#)
8. [Investigation of Complaints](#)

BACK TO TOP

9. [Live Hearing of Formal Complaints](#)
10. [Appeals](#)
11. [Additional University Process](#)
12. [Required Training](#)
13. [Publication of Policy](#)
14. [Preservation of other Rights](#)

1. Purpose and Scope of this Policy

As set forth in

As used in this Policy the following terms have the following meaning:

Advisor: means any person chosen by a Complainant or Respondent to accompany the Complainant or Respondent during the Grievance Process described in Section 6. The Advisor may be but is not required to be an attorney. As described in Section 6.2.4 if the Complainant or Respondent does not select an Advisor, the University will provide an advisor, who may or may not be a University employee, for the limited purpose of conducting Cross-Examination.

Complainant : Complainant means an individual, or the parent of a minor child or legal guardian of an individual under legal guardianship, who is alleged to be the victim of conduct that could constitute **Sexual Harassment** . The Complainant or Respondent may be referred to as a Party, or collectively as the Parties. Where a Grievance Process involves more than one Complainant, references in this Policy to the singular "Party" or "Complainant" include the plural, as applicable.

Clery Act : means the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f).

Cross Examination: means the presentation, during a Live Hearing, of relevant questions and follow-up questions posed by the Advisor of a Party to the other Party or to a Witness, as set forth in Section 8.

Consent : means the agreement or permission expressed through affirmative, voluntary words or actions that are mutually understandable to all parties involved, to engage in a specific act at a specific time. Consent if given for a specific sexual act at a specific time can be withdrawn at any time. Consent cannot be coerced or compelled by duress, threat, force or deception. Consent cannot be given by someone who, for any reason, cannot understand the facts, nature, extent or implications of the sexual situation occurring, including, but not limited to, those who are under the legal age of consent, asleep, unconscious, mentally or physically impaired through the effects of drugs or alcohol, or mentally impaired due to an intellectual or other disability. Consent cannot be assumed based on silence, the absence of "no" or "stop," the existence of a prior or current relationship, or prior sexual activity.

Dating Violence:

[BACK TO TOP](#)

means violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. **Dating Violence** is included in the definition of **Sexual Harassment** for purposes of this Policy.

Day: means any weekday in which University offices are open, regardless as to whether classes are in session.

Decision Maker: means an individual

Direct Examination:

Disciplinary Sanctions:

Domestic Violence:

Missouri. **Domestic Violence** is included in tK:aBn

Electronic Database:

Fondling:

Forcible Sexual Offense:

Formal Complaint :

Grievance Procedure :

Grievance Process:

Hostile Environment Harassment :

Inces :

Nonforcible Se

Rape: means sexual intercourse without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. **Rape** is included in the definition of **Sexual Harassment** for purposes of this Policy.

Remedy(ies): mean University action(s) designed to restore or preserve equal access to the University's education program or activity and are available to a Complainant following a finding of responsibility on the part of the Respondent at the conclusion of the Grievance Process. Remedies may include Supportive Measures set forth in this Policy; however, unlike Supportive Measures, Remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. Remedies utilized by the University are set forth in Section 7.6.

Retaliation: means the intimidation, threatening, coercion, or discrimination of an individual for the purpose of interfering with any right or privilege secured by Title IX, Title IX Regulations, and/or this Policy, or because an individual has made a report or complaint, testified, assisted, or participated, or refused to participate in any manner in the Grievance Process.

Respondent: means an individual, or the parent of a minor child or legal guardian of an individual under legal guardianship, who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment. A Respondent or Complainant may be referred to as a Party, or together as the Parties. See a Grievance Process. See Title IX.

Sex Discrimination:

Sexual Assault:

has been filed. **Supportive Measures** utilized by the University are set forth in Section 5.3.

Title VII: means Title VII of the Civil Rights Act of 1964, Pub. L. 88-367

Title IX:

Title IX Coordinator:

Title IX Investigator:

Title IX Regulations:

University Code of Student Rights and Responsibilities (Student Code):

4. Designation of Title IX Coordinator / Title IX Liaison

The following University employee has been designated to serve as the Title IX Coordinator for the University and Title IX Liaison for the West Plains campus. As described in this Policy, allegations and complaints of Sex Discrimination, including Sexual Harassment and Formal Complaints of Sexual Harassment should be filed with the Title IX Coordinator. Additional information regarding how to report allegations of Sex Discrimination and filing Formal Complaints of Sexual Harassment can be found on the Title IX website:

[www. missouristate.edu/titleix](https://www.missouristate.edu/titleix/) ([https://www. missouristate.edu/titleix/](https://www.missouristate.edu/titleix/)).

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5. University Response to Allegations of Sex Discrimination and Sexual Harassment

Pursuant to its Title IX obligations, the University, through the Title IX Coordinator, will promptly respond to any allegation of **Sexual Harassment** received in an education program or activity in the United States. The Title IX

BACK TO TOP

Coordinator's response to allegations will treat Co-plainants and Respondents equitably by offering **Supportive Measures** and following the **Grievance Process** as outlined in Section 7.

5.1. Reporting Allegations of Sex Discrimination and Sexual Harassment.

Allegations of Sex Discrimination, including Sexual Harassment, may be made by any person (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute Sex Discrimination or Sexual Harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed in Section 4. All University employees (including employees who have not been designated as OWAs as defined by Section 3.22) are required to submit allegations of Sex Discrimination, including Sexual Harassment, within three (3) Days of learning of same, pursuant to this Policy. Failure to submit such an allegation may result in disciplinary action pursuant to the Employee Handbook, Faculty Handbook, or other University Policy.

5.2. Initial Response of Title IX Coordinator.

Upon receipt of an allegation of Sexual Harassment the Title IX Coordinator will, confidentially contact the Co-plainant and explain to the Co-plainant the requirements and process for filing a Formal Complaint, the jurisdiction requirements under the Title IX Regulations, and possible Supportive Measures. The Title IX Coordinator may consider the necessity of either Emergency Removal or Administrative Leave, as more fully set forth below in Sections 5.4 and 5.5.

5.3. Supportive Measures.

Following receipt of an allegation of Sexual Harassment, and at any time during the Grievance Process, the Title IX Coordinator may implement Supportive Measures designed to restore or preserve equal access to the University's education program or activity including measures designed to protect the safety of the Co-plainant and Respondent or deter Sexual Harassment.

Maintaining such confidentiality would not impair the ability of the Title IX Coordinator to provide the Supportive Measures.

5.6.2. As discussed below in Section 6, the Title IX Coordinator must include the identity of any known Complainant in its Initial Notice of Formal Complaints. As a result, anonymity cannot be provided to Complainants who wish to proceed with a Formal Complaint.

5.7. Documentation by Title IX Coordinator

For every response to an allegation of Sexual Harassment described in this Section 5, the Title IX Coordinator will prepare a document that sets forth the measures taken to restore and/or preserve equal access to the University's education program or activity and how such action was, in the conclusion of the Title IX Coordinator, not deliberately indifferent to the allegation of Sexual Harassment. Such report will be retained pursuant to University Policy for documents created pursuant to this Policy.

6. University Response to a Formal Complaint of Sexual Harassment

Consistent with Title IX Regulations, the University will not investigate any allegations of Sexual Harassment under this Policy without first receiving a Formal Complaint as described in this Section. Notwithstanding the foregoing, in the absence of a Formal Complaint, the University may, in its sole discretion, address an allegation of Sexual Harassment pursuant to [Op1.02-2 Discrimination Complaint and Investigation Procedures \(/Equity/discrimination-complaint-procedures.html\)](#) and/or other University Policies.

6.1. Filing of a Formal Complaint

Any Complainant may file a written Formal Complaint of Sexual Harassment with the Title IX Coordinator. Formal Complaints may be filed with the Title IX Coordinator in person, by mail, or by electronic mail by using the contact information set forth in Section 4. The Formal Complaint must be signed by the

BACK TO TOP

Complainant to indicate that the individual Complainant is the individual filing the Formal Complaint. As more fully discussed in Section 6.7, the Title IX Coordinator may sign a Formal Complaint.

6.2. Notice of a Formal Complaint

6.3. Obligation to Supplement Notice of Formal Complaint

If, during the course of the investigation of a Formal Complaint, the Title IX Investigator decides to investigate allegations about the Complainant or Respondent that were not included in the Notice of Formal Complaint provided pursuant to Section 6.2, the Title IX Coordinator or Investigator will provide the Parties with an updated Notice of Formal Complaint providing notice of the additional allegations under investigation.

6.4. Consolidation of Formal Complaints

The University may, but is not required to, consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondent(s) only where the allegations of Sexual Harassment arise out of the same facts or circumstances.

6.5. Dismissal of Formal Complaints

Pursuant to Title IX Regulations, the University is required to dismiss certain Formal Complaints, as outlined below in Section 6.5.1., and may dismiss Formal Complaints as outlined in Section 6.5.2.

6.5.1. The University is required by Title IX Regulations to dismiss a Formal Complaint if:

- i. The conduct alleged in a Formal Complaint, even if proven true, would not constitute Sexual Harassment as defined in this Policy,
- ii. The conduct alleged in a Formal Complaint did not occur in the University's education program or activity as defined in this Policy, or
- iii. The conduct alleged in a Formal Complaint did not occur within the United States.

6.5.2. The University may dismiss a Formal Complaint, if at any time during the Grievance Process any of the following circumstances occur:

[BACK TO TOP](#)

- i. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint in whole, or any allegations included in the Formal Complaint,
- ii. The Respondent is no longer enrolled or employed by the University, or
- iii. Specific circumstances prevent the University from gathering enough evidence to reach a determination as to the allegations in a Formal Complaint.

6.6. Notice of Dismissal of Formal Complaint and Appeal

The Title IX Coordinator will provide both the Complainant and Respondent written notice of the dismissal of a Formal Complaint pursuant to Section 6.5. Such Notice of Dismissal will set forth the grounds upon which the decision was made and provide the Parties with information regarding the Appeal of the decision to dismiss. All Formal Complaints that are dismissed under Section 6.5, are subject to Appeal under Section 10, and to potential additional University process as discussed in Section 6.6.1, below.

6.6.1 In the event that a Formal Complaint is dismissed under Sections 6.5.1 or 6.5.2, the Title IX Coordinator will evaluate the alleged conduct to determine whether the conduct, if proven true, would constitute sexual harassment under Title VII or is otherwise in violation of University Policies. If such conduct, if proven true, would constitute a violation of Title VII or other University Policies, the Title IX Coordinator will ensure that an investigation into the alleged conduct is completed and the findings are evaluated consistent with

circumstances, the Title IX Coordinator may decide that a Formal Complaint is warranted despite the wishes of the Complainant. Factors to be considered by the Title IX Coordinator in deciding whether to sign a Formal Complaint include, but are not limited to, situations involving patterns, threats, minors, weapons, intimidation, violence, and/or when the allegations received involve serious or repeated instances of faculty or employee misconduct. Any Formal Complaint signed by the Title IX Coordinator will proceed via the Grievance Process as set forth Section 7, except that the Title IX Coordinator will not be considered a Complainant for purposes of the Grievance Process.

7. University Sexual Harassment Grievance Process

The University's Grievance Process, as set forth in this Section 7, is intended to provide fair and equitable treatment to Complainants and Respondents. Accordingly, no determination of responsibility will be finalized, nor will any Disciplinary Sanctions be imposed, against a Respondent until the conclusion of the Grievance Process. During the Grievance Process, the University will bear the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility.

7.1. Time Frames for Completion of the Grievance Process

The Title IX Coordinator and Title IX Investigator will endeavor in good faith to ensure that the Grievance Process as set forth in this Policy is completed promptly and pursuant to the timing requirements set forth in this Policy. Absent necessary delays in the Grievance Process, as discussed in Section 7.2, the Grievance Process should conclude within a period of 90 Days.

7.2. Temporary Delay / Limited Extension of Time Frames - Process



BACK TO TOP

For Good Cause, as defined in this Section 7.2, the Title IX Coordinator may upon their own initiative, or at the request of a Complainant or Respondent, grant either i) the temporary delay of the Grievance Process or ii) a limited extension of the time frames set forth in this Policy and Section 7.1. For the purpose of this Section 7.2, good cause may include, but is not limited to:

- 7.2.1. the absence of a Complainant or Respondent, Advisor, or witness;
- 7.2.2. concurrent law enforcement activity relating to the allegations of Sexual Harassment;
- 7.2.3. the need for accommodations of disabilities through the Grievance Process;
- 7.2.4. the need for language assistance through the Grievance Process;
- 7.2.5. failure of an Advisor to adhere to this Policy or the Advisor Statement of Expectations, as defined in Section 7.3., or
- 7.2.6. circumstances outside of a Party's control that might temporarily prevent the from full participation in the Grievance Process.

Any limited extension that has been provided by the Title IX Coordinator

IX Coordinator will provide the Party with an Advisor subject to this Section 7.3.1. Any Advisor provided pursuant to this Section 7.3.1 will be provided free of charge and without fee to the Party receiving the Advisor.3E

ii. Revocation of Tenure

iii. Demotion of Rank

iv. Reassignment of Duties

7.5.3. Employee Respondents who are found responsible at the conclusion of the Grievance Process are subject to the following Disciplinary Sanctions, as determined by the Decision Maker, and as defined by the Employee Handbook:

i. Written reprimand

ii. Reassignment of duties (which may include a demotion)

iv. Suspension without pay

iii. Dismissal

7.6. Potential Remedies following a Determination of Responsibility

At the conclusion of the Grievance Process and following a determination of responsibility, a Complainant can file a grievance.

and/or the Faculty Handbook. Retaliation does not, however, include the good faith routing of a complaint initiated under this Policy through another University Policy, as contemplated by Section 6 or Section 11.

8. Investigation of Allegations of Sexual Harassment in a Formal Complaint

Subject to Section 6.5, the University will investigate all allegations of Sexual Harassment (as defined in this Policy) included in a Formal Complaint. The University's process for investigating Formal Complaints of Sexual Harassment is set forth below in this Section 8. The Title IX Coordinator will retain or assign each Formal Complaint to a Title IX Investigator who will endeavor to obtain all relevant evidence – including both inculpatory and exculpatory evidence – relating to the allegations of Sexual Harassment set forth in the Formal Complaint.

8.1. Ability to Collect Evidence / Burden on Collecting Evidence

Subject to any conflicting Supportive Measures put in place by the Title IX Coordinator, the Title IX Investigator will not prohibit either the Complainant or the Respondent from discussing the allegations or gathering and presenting relevant evidence relating to the Formal Complaint.

8.2. Evidence Collected by the University During the Title IX Investigation

Either the Complainant or Respondent may

8.2.1. Records made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting, or assisting, in the professional's or paraprofessional's capacity and which are made and maintained in connection with the provision of treatment of the party; or

8.2.2. Information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

For such records or information contemplated by Sections 8.2.1 or 8.2.2 to be available to the Title IX Investigator, the party subject to the records must file

The Title IX Investigator will send a link to the Electronic Database to both the Complainant and the Respondent (including their Advisors, if any) so that each Party may inspect and review the evidence obtained by the Title IX Investigator during the Investigation related to the allegations raised in the Formal Complaint.

8.4.1. The Complainant and Respondent shall each have the opportunity, but not the obligation, to review and provide a written response to the evidence collected in the Electronic Database. If either the Complainant or the Respondent wishes to provide a response to the evidence collected in the Electronic Database, they must do so in writing and within 10 Days of receiving access to the Electronic Database.

8.4.2. The Title IX Investigator will review the written response to the evidence collected in the Electronic Database (if any) and provide such written response to the other Party. The Title IX Investigator will consider each Party's response to the Electronic Database prior to the completion of the Initial Investigative Report.

8.5. Title IX Initial Investigative Report

The Title IX Investigator is responsible for creating a summary of relevant evidence in a Title IX Initial Investigative Report. Following the Parties access to the Electronic Database and the Title IX Investigator's review of the Parties' written submissions, the Title IX Investigator will provide a copy of the Initial Investigative Report to the Complainant and the Respondent (including their Advisors, if any). The Parties will be given at least 10 Days to review and submit a written response to the Initial Investigative Report.

8.5.1 The Complainant and Respondent shall each have the opportunity, but not the obligation, to review and provide a written response to the Initial Investigative Report. If either the Complainant or the Respondent wishes to provide a response to the Investigative Report, they must do so in writing and within 10 Days of receiving the Initial Investigative Report.

8.5.2. The Title IX Investigator will review the written responses received and provide the Party's written response to the other Party. The Title IX Investigator



BACK TO TOP

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9.4. Determining Relevance During the Live Hearing

In making its decision regarding relevance, the Decision Maker will determine whether the question posed is probative to the question of responsibility as set forth in the Formal Complaint. The Decision-Maker must focus on evidence pertinent to proving whether facts material to the allegation(s) of Sexual Harassment are more or less likely.

9.6. Effect of Failing to Submit to Examination

The Decision Maker may not draw any inference about the determination of responsibility based solely on a Party's refusal to answer any questions posed during the Live Hearing. The Decision Maker may rely on any relevant statements of a witness or Party, even if that party or witness refuses to respond to Direct Examination by the Decision Maker or Cross Examination by a Party's Advisor.

9.7. Reserved.

9.8. Virtual Live Hearing

At the determination of the Title IX Coordinator, or at the request of either the Complainant or the Respondent, the Title IX Coordinator will provide for the Live Hearing to occur with the Complainant and Respondent located in separate rooms with technology sufficient to enable the Decision Maker(s), Complainant, Respondent, and witnesses to simultaneously see and hear the answering of questions and presentation of evidence.

9.9 Determination Regarding Responsibility

Following the Live Hearing, the Decision Maker will conduct an objective evaluation of all relevant evidence presented during the Grievance Process. The Decision Maker will issue a written determination regarding responsibility for the allegation set forth in the Formal Complaint in light of the Preponderance of the Evidence. The Written Determination of the Decision Maker will be provided to the Title IX Coordinator. The Title IX Coordinator will review the Written Determination to ensure it includes all information required by this Section. The Title IX Coordinator will then provide the Written Determination simultaneously to the Complainant and the Respondent. The Written Determination must include the following information:

[BACK TO TOP](#)

9.9.1. The allegations potentially constituting Sexual Harassment as defined under this Policy;

9.9.2. A description of the procedural steps taken from the receipt of the Formal Complaint through the issuance of the Written Determination, including any notifications to the Complainant and Respondent, interviews with the Complainant and Respondent and witnesses, site visits, methods used to gather other evidence, and hearings held;

9.9.3. Findings of fact supporting the determination;

9.9.4. Conclusions regarding the application of the Student Code, Faculty Handbook, Employee Handbook, as applicable, to the facts raised in the Live Hearing;

9.9.5. A statement of and rationale for the result as to each allegation, including a determination regarding responsibility, any Disciplinary Sanctions imposed on the Respondent, and whether Remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the Complainant;

9.9.6. The University's procedures and permissible bases for Appeal, as set forth in Section 10; and

9.9.7. The date on which an Appeal will no longer be accepted pursuant to Section 10.

9.10. Final Determination Regarding Responsibility

The Written Determination, including any Disciplinary Sanctions, will not be final until the conclusion of any Appeal filed pursuant to Section 10, or if no appeal is filed, the date set forth in the Written Notification.

9.11. Availability of Live Hearing Audio

[BACK TO TOP](#)

Within three (3) Days of the Live Hearing, an audio recording of the Live Hearing will be made available to the Parties via the Evidence Database. The Complainant and Respondent shall have access to the audio recording of the Live Hearing until the expiration of the appeal period, as outlined in Section 10.

10. Appeals

Both the Complainant and Respondent may submit an appeal from a Written Determination of responsibility following either (i) a Live Hearing, or (ii) the University's dismissal of a Formal Complaint, or any allegation contained within a Formal Complaint. In either case, the University will process the Appeal pursuant to this Section.

10.1 Filing of an Appeal

Within five (5) Days of the submission of the Written Determination or Dismissal, either the Complainant or the Respondent may file a written appeal of the Written Determination or Dismissal. Any Appeal must be limited to one (1) of the three (3) bases for appeals identified in Section 10.2. Any Party submitting an appeal will have an opportunity to provide a statement in support of, or challenging, the Written Determination or Dismissal. Following the submission of an Appeal, the Title IX Coordinator will provide to the non-Appealing party notice that an appeal has been filed, along with a copy of the written appeal and directions on how to respond to the appeal.

10.2. Bases for Appeal

The University will consider Appeals of a Written Determination or Dismissal on the following three (3) grounds:

10.2.1. A procedural irregularity that affected the outcome of the matter;

10.2.2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made and that could affect the outcome of the matter; and

BACK TO TOP

10.2.3. The Title IX Coordinator, Title IX Investigator, or Decision Maker(s) had a conflict of interest or bias against Co-plainants or Respondents generally, or the Co-plainant or Respondent specifically, that affected the outcome of the matter;

10.3 Responding to Appeals

The non-appealing Party will have five (5) Days following receipt of the Notice of Appeal to respond to the written appeal by providing a written statement either supporting or challenging the Written Determination or Dismissal (as applicable), and responding to the bases of appeal.

10.4. Written Decisions of Appeals

At the conclusion of the time period identified in Section 10.3, a new Decision Maker, assigned for the purpose of the Appeal, will review all documents received in connection with the written appeal and provide a written decision on appeal (Written Decision). The Written Decision will include a rationale for the result as to each basis of appeal identified by the appealing party. On Appeal, the Decision Maker may choose to either:

10.4.1. affirm the Written Determination or Dismissal;

10.4.2. reverse the Written Determination's finding of responsibility or no responsibility;

10.4.3. reverse the Dismissal of a Formal Complaint, or an allegation included in a Formal Complaint; or

10.4.4. deny the appeal because it does not fall within the bases for Appeal as identified in Section 10.2.

The Decision Maker on appeal will provide the Written Decision to the Title IX Coordinator, who shall provide a copy of the Written Decision simultaneously to the Parties.



BACK TO TOP

10.5. Final Disciplinary Sanctions and Remedies

Should the Decision Maker affirm the Written Determination as to responsibility, or deny an appeal challenging responsibility, the determination regarding responsibility will become final, and the Title IX Coordinator shall notify University offices and officials as necessary to ensure the implementation of any Disciplinary Sanction and/or Remedies included in the Written Determination.

10.6. Effect of Reversal on Appeal

Any Dismissal of a Formal Complaint, or any allegation included in a Formal Complaint, that is reversed on Appeal by the Decision Maker will proceed through the Grievance Process outlined in this Policy.

11. Additional University Process

In certain circumstances, the allegations raised in the Grievance Procedures, or the actions of an individual during the Grievance Process may merit additional University process through the Student Code, Faculty Handbook, or Employee Handbook. Circumstances that may merit additional process include:

11.1. Other Discrimination or Harassment on the Basis of Sex

As contemplated by Sections 1, 3.32, 5.2, and 6, allegations of discrimination or harassment that do not meet the definition and/or jurisdictional requirements of “Sexual Harassment” provided by the Title IX Regulations and this Policy will be processed in a manner consistent with [Op1.02-2 Discrimination Complaint and Investigation Procedures \(/Equity/discrimination-complaint-procedures.html\)](#).

11.2. Materially False Statements



BACK TO TOP

The Title IX Coordinator shall, at the conclusion of the Grievance Process and at the recommendation of the Decision Maker, request that an appropriate University official address any claim that an individual involved in the Grievance Process made a False Statement in the course of the Grievance Process. Such submission will be done only in good faith and will not be done solely because a finding of responsibility was counter to the statement made by a Party.

11.2.1. Allegations that a student made a materially False Statement in the course of the Grievance Process will be forwarded to the Office of Dean of Student Services for consideration under the Student Code.

11.2.2. Allegations that a faculty member made a materially False Statement in the course of the Grievance Process will be forwarded to the Office of Academic Affairs for consideration under the Faculty Handbook.

11.2.3. Allegations that a staff member made a materially False Statement in the course of the Grievance Process will be forwarded to the Office of Human Resources for consideration under the Staff Handbook.

12. Required Training

The University will ensure that all ind ind ind ind

i. issues of relevance; and

ii. technology to be used to populate the Electronic Database discussed in Section 8.2.

13. Publication of Policy

On an annual basis, the Title IX Coordinator will coordinate with necessary University Officials to ensure that applicants for University admission and employment, current students, and current employees are provided with access to this Policy and the current Title IX Coordinator contact information identified in Section 4. This Policy is available online in the University's Policy Library and will be included by reference in the Student Code, , Employee Handbook, Faculty Handbook, and other documents distributed to University students.

14. Preservation of other Rights

Nothing in this Policy is intended to modify any rights under the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973



