Coordinator

Investigator

Decision-Maker

Facilitator

Appeal Officer

No formal complaint filed

The Coordinator reaches out to complainant to discuss supportive measures, complaint process and formal complaint

District employee receives notice and reports to the Title IX liaison who escalates to the Title IX Coordinator or the Title IX Coordinator receives report directly

No Appeal

Coordinator dismisses the complaint or allegation and sends a Notice of Dismissal

Coordinator offers supportive measures to the Complainant and implement them

formal complaint filed

The Coordinator send Notice of Allegation Form and set up meeting with the Respondent and offer supportive measures to the Respondent

Title IX does not apply

The Coordinator determines whether Title IX applies to the complaint

The Facilitator carries out the informal process with the parties to arrive at a mutually agreed resolution.

Title IX does apply

A party appeals the dismissal

The Coordinator initiate an investigation

The Facilitator offers informal resolution by sending out a written form describing the allegations, the requirements for informal resolution and consequences

Investigator gathers evidence, data, interview parties and witnesses

Both parties agree to enter informal process

Investigator provides parties and advisors with evidence and allows parties to submit written responses

The Appeal Officer decides and issues a written determination

A party withdraw before reaching a resolution

Both parties agree to a resolution

Investigator compiles an investigative report.

A party appeals the determination of responsibility

The resolution becomes final and no complaint process can be started based on the same allegations

Decision-Maker sends the report to the parties and advisors and allows written questions and responses.

Decision-Maker makes a determination by applying the preponderance of evidence standard and issues to both parties simultaneously a written Determination of Responsibility

The decision is final, and the Coordinator implements any remedies