**Definition of Title IX Sexual Harassment**

Sexual harassment involves conduct of a sexual nature that is severe, pervasive, and objectively offensive, thereby interfering with, depriving an individual of, or limiting an individual’s ability to participate in or benefit from, an educational program or activity.

**Informal Process**

Informal investigations are appropriate if the parties to the complaint agree, and the Title IX Coordinator determines that the conduct alleged in a complaint is not sufficiently serious to warrant an informal investigation. If the Title IX Coordinator determines that an informal investigation is necessary, the complaint will be dismissed and the parties will be notified.

**Formal Investigation of a Title IX Complaint**

A formal investigation process is appropriate if a complaint is not resolved through an informal investigation. The Title IX Coordinator will conduct a formal investigation if a Title IX Coordinator determines that the conduct alleged in a complaint is sufficiently serious to merit an investigation. If the Title IX Coordinator determines that a complaint is not sufficiently serious to support a formal investigation, the complaint will be dismissed, and the parties will be notified.

**Decision Rendered**

At the conclusion of the investigation process, the investigator provides written findings of fact, including any evidence or information gathered during the investigation. The investigator will consider the evidence standard to make the decision. The investigator will write a decision, which includes their analysis and findings. The decision will include the evidence standard to make the decision. The decision will provide a summary of the evidence and findings presented during the investigation. The decision will provide a summary of the evidence and findings presented during the investigation.

**Records Retention**

The complete Title IX Sexual Harassment investigation process is outlined in Administrative Procedures G-19, B-20, Sexual Harassment Prohibited—Title IX.

For more information, visit: https://www.spsbck.cc/1G/resource-manager/View/35712c-8005-05-0052b5b2e263e298