

Informal Resolution Process (IRP)

The informal resolution process (IRP) is a voluntary, structured interaction between involved parties to resolve concerns at the earliest stage possible.

The informal resolution process is intended to be flexible while also providing for a full range of possible outcomes.

Circumstances in which the IRP may not be used: The IRP is not available in cases involving alleged sexual assault or interpersonal violence (including dating violence or domestic violence). The IRP is not available for cases that involve allegations by a student against an employee of the District. The Title IX Coordinator will determine which cases are appropriate for the IRP. The IRP may be terminated at any time by either the Title IX Coordinator or any of the parties involved, at which point the allegation will be investigated via the formal investigation process.

Both the Complainant and Respondent may request the resolution of an allegation via the IRP. This request can be made at any time before, during, or after the start of the investigation and must be made, in writing, to the Title IX Coordinator. Both the Respondent and the Complainant must agree to participate in the IRP for it to take place. At any point during the IRP, the Complainant, Respondent, or Title IX Coordinator may elect to discontinue the IRP and proceed with the formal investigation process.

The IRP may recommend the following types of outcomes, where appropriate: facilitating an agreement between the parties, separating the parties, referring the parties to counseling programs, conducting targeted educational and training programs, and mediation. If the parties involved in the IRP fail to reach a mutually agreeable outcome for the alleged conduct, the allegation will be resolved via the formal investigation process. Agreements reached via the IRP shall be final and cannot be appealed absent the discovery of new and material information or other similar circumstances, in which case a new investigation may be initiated.

The District anticipates that cases eligible for resolution via the IRP will be completed within thirty (30) days of a party's election to use the IRP.