Responding to Complaints of Sexual Misconduct against Students

Once Sexual Misconduct proceedings are initiated

Parties are notified
- Respondent is informed of the allegations and scheduled to discuss the process with the appropriate University officials.

Investigation
- The investigation may include but is not limited to:
  - Interviews with the Complainant, Respondent, and witnesses.
  - Examination of written statements by the parties, relevant documents, and other relevant information.

The University's Investigator creates an Investigation Report and provides notice to the parties of any and all relevant charges and next steps.

Sexual Misconduct Hearing
- All parties may be accompanied by an advisor of their choosing.
- Closed hearing.
- Conducted by a three person panel of trained faculty and staff.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

Investigation
- Interviews with the Complainant, Respondent, and witnesses.
- Examination of written statements by the parties, relevant documents, and other relevant information.

The University's Investigator creates an Investigation Report and provides notice to the parties of any and all relevant charges and next steps.

Alternative Resolution Options
- May be used in appropriate cases with the consent of all parties, but may be ended at any time in favor of a sexual misconduct hearing.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

Deliberation and Decision
- The Panel deliberates without the parties present, determines responsibility by a preponderance of the evidence, and where appropriate, determines sanctions.

Acceptance of Responsibility Option
- May be used in cases where the facts are not generally in dispute and the Respondent accepts responsibility.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

Finding of Responsibility
- Sanctions may be imposed and both parties notified in writing.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

No Finding of Responsibility
- Both parties notified in writing.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

Opportunity for Appeal
- Either party may appeal the decision within 5 days of the written notice on the following basis:
  a) Significant procedural error.
  b) Sanctions grossly disproportionate to violation.

Notice of the appeal outcome is provided to the parties after the appeal.

Chair of Panel reviews the Charges against the Respondent who may respond.

Parties are provided the opportunity to participate and the Panel asks questions.

Required Actions: ______
Options: ____________

Email titleIX@iu.edu with any questions.

Office of Student Welfare & Title IX (2-13-17)