

OEOIC TITLE IX GRIEVANCE PROCESS

Report

Report received

Outreach conducted

Notice of Complainant's Rights

Assessment... Do the allegations implicate a policy?

Supportive measures (as appropriate)

Next steps determined

Formal Complaint or Informal Resolution (IDR) *If permitted*

Notice of Allegations and Investigation letter sent to both parties

Notice of Informal Dispute Resolution (IDR), if requested by parties and approved

If IDR, negotiated resolution and remedy

Investigation

Interviews of parties/witnesses & evidence collected

Supplemental Notice of Investigation, if new issues arise

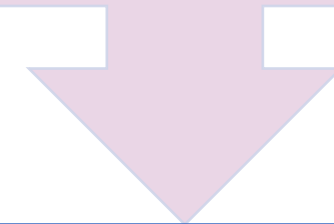
Report drafted

Parties review evidence and respond to report

Report finalized and submitted for determination

Adjudication

- Final Report provided to parties for response
- Hearing
- Written notice of determination, remedies, and sanctions



Appeal

- May be appealed on basis of: *
- ✓ New evidence
 - ✓ Procedural irregularity
 - ✓ Conflict of interest/bias
- * That affected the outcome of the matter