After meeting with the Office of Gender Equity and Title IX Administration, an individual may submit a Formal Complaint (a brief online form) to initiate the formal grievance process (an investigation and adjudication).

The University’s Title IX Coordinator determines whether the allegation(s) in the Formal Complaint, if substantiated, may constitute a violation of the University’s sexual misconduct policies. If the substantiated allegation(s) may constitute a violation of University policy, an investigation is initiated.

Each party may select an attorney-adviser who advises the party throughout the investigation/adjudication/appeal process. If a party chooses an adviser from the University’s pool of external advisers, the University will cover compensation for the attorney-adviser. See additional information about Advisers.

Two investigators, trained in trauma-informed questioning, collect information relating to the allegations by interviewing parties and witnesses and collecting relevant documents. All parties are provided all relevant information and may provide written submissions in response. See additional information about Investigation Process.

A three-person panel (two University administrators and an external presiding hearing panelist) conducts a hearing by Zoom where the hearing panelists and the parties’ advisers may cross-examine (pose clarifying questions) of the parties and any witnesses that participate.
The presiding hearing panelist determines whether the respondent has violated University policy.

If there is a finding that University policy was violated, then a separate sanctioning officer determines the appropriate disciplinary sanctions. See additional information about Disciplinary Sanctions.

All parties are notified of the outcome of the hearing and the imposition of any disciplinary sanctions.

Parties may appeal the determination of whether University policy was violated and/or the determination of disciplinary sanctions. See additional information about Appeals.

- The Formal Grievance Process typically takes 6-9 months from the initial investigative interview to conclude.
- For additional information see the Sexual Misconduct Website.