

UP's Sexual and Gender-based Harassment, Misconduct, and Violence Process

A report of sexual and gender-based harassment, misconduct, or violence can be made to the Title IX Office by anyone.



Title IX Office reaches out to the complainant to offer support, resources, and information about options. Students can **choose** both, either or neither of the options below.



Does the complainant want support, accommodation, and/or remedies?

Does the complainant want UP to investigate the situation and have a resolution process?

Yes

No

Yes

No

Complainants are not required to receive support, accommodations and/or remedies. If support, accommodations, and/or remedies are wanted later, they can be provided. It is a choice.

Information gathering (investigation) process occurs. Complainant, witnesses and respondent are invited to participate in an information gathering process

An investigation will not occur unless the information available to the Title IX Office involves a threat to the community. If there is a possible threat to the community, the University may proceed with an investigation, regardless of complainant's desire for resolution.

Support, accommodations and/or remedies are provided to meet the needs of the complainant.

Do the complainant and respondent want an informal resolution process?

No

Yes

After more is learned, is the sexual and gender-based harassment, misconduct, and violence policy no longer applicable?

Informal Resolution Process – a mediated process to reach a mutually agreed up on outcome

If no relevant policy/process exists or if the complaint withdraws the formal complaint, the process is over.

Situation is addressed by other relevant UP policy/process.

Formal resolution process – a hearing where trained decision maker determine if it's more likely than not that a violation of policy occurred and if it did what the appropriate sanction(s) is.

*Language used in the document (i.e. complainant) is based on federal Title IX regulations. Reach out to titleix@up.edu with questions.

**Off-campus support/resources and criminal processes are also available.