

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 by anyone to the Title IX Office.

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?

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.

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

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

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

Yes

No

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

Do the complainant and respondent want an informal resolution process?

No

Yes

Informal resolution process – a mediated process to reach a mutually agreed upon outcome

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.

After more is learned, is the sexual and gender-based harassment, misconduct, and violence policy no longer applicable?

If no relevant policy/process exists or if the complainant withdraws the formal complaint, the process ends.

Situation is addressed by other relevant UP policy/process.