

FORMAL RESOLUTION PROCESS

Equity Hearing Panel Convened

Director of Equal Opportunity and Title IX convenes a 3 person Equity Hearing Panel. All members of the Panel must be impartial and free from actual bias and conflict of interest, and must not have had previous involvement with the allegation. If the respondent is a student or staff member the panel will (3) faculty or staff members who have been elected or appointed and who have been trained to serve in this role.

**LIVE HEARING FORMAT
(Process A):**

**ADMINISTRATIVE
RESOLUTION FORMAT
(Process B)**

- The default formal grievance process is to hold a live hearing with indirect cross-examination by Advisor on behalf of a party during a hearing.
- Chair of the Equity Hearing Panel will hold pre-hearing meetings to educate the parties about the process; define the hearing's scope; and promote an orderly, productive, and respectful hearing.

- Both the Complainant and the Respondent also have the right to request that their matter to be resolved by administrative resolution and decided by an Equity Hearing Panel in closed session including for formal complainants of sexual harassment and sexual misconduct when jurisdiction does not fall within Process A as determined by the Director and as guided by federal and state law. Otherwise the matter will be addressed following Process A with a live hearing.

Equitable Right To Appeal

Any party may file a request for appeal ("Request for Appeal"), and it must be submitted in writing to the Director within three (3) days of the delivery of the Notice of Outcome of the decision by the Equity Hearing Panel

- If the responding party is a student or staff member, the Appeal Panel will consist of three (3) faculty or staff members who have been elected or appointed to the Equity Hearing Pool. If the responding party is a faculty member, the Appeal Panel will consist of three (3) faculty elected (or appointed) to the Faculty Judicial Board.

Notice of Final Outcome and Determination of Remedies and Provision of Supportive Measures