

THE PATH OF A REPORT OF PROHIBITED TITLE IX EMPLOYEE CONDUCT

Upon receiving a Formal Complaint of Prohibited Conduct, the University will:

INITIAL ASSESSMENT OF REPORT

1 PROVIDE SUPPORT and assistance in obtaining University and community resources to the parties.

2 PROVIDE INFORMATION about preserving evidence, obtaining medical treatment, contacting police, and the Title IX process.

THREAT & JURISDICTIONAL ASSESSMENT OF REPORT

- 3 CONDUCT THREAT & JURISDICTIONAL ASSESSMENT**
- A EVALUATE SAFETY.** Evaluate safety of individuals and the University community provide interim supportive measures.
- B EVALUATE REPORTING DUTIES.** Evaluate if State law requires reporting to law enforcement or other state agency.
- C EVALUATE JURISDICTION.** Evaluate whether the Complaint meets Title IX or BOG Policy GA-1 Jurisdiction. Mandatory or discretionary dismissals will be made in writing and are subject to appeal by Complainant.
- If a matter is dismissed by the Title IX Coordinator, it may be referred to Human Resources for further action, including separate investigation under appropriate procedures.*

ASSESS COMPLAINANT'S PREFERENCE

- 4 ASCERTAIN THE COMPLAINANT'S PREFERENCES**
- A** Complainant may request that **no further University action** be taken.
- Due Process requires that the Identity of the Complainant be shared with all parties. If the Complainant does not wish to participate, the University will seek to honor this request if it is possible to do so while also **protecting the health and safety of individuals and the University community.***
- B** Complainant may request one of two forms of **University Grievance Procedures**:
- Formal Resolution**, which involves an investigation, and hearing/sanction (if applicable).
 - Alternative Resolution**, which (if available) includes a variety of informal options for resolving reports.

DETERMINE UNIVERSITY ACTION

5 ASCERTAIN UNIVERSITY ACTION

- If Complainant requested:
- University Resolution:** Grant request and issue Notice of Investigation for appropriate Resolution process.
 - Anonymity/No Action:** Balance request with health and safety risk factors to determine whether request can be honored.

CONCLUDE OR BEGIN TITLE IX GRIEVANCE PROCESS

Process either concludes or moves on to formal or alternative resolution process



The University also offers access to confidential resources for **Employees** who are unsure about whether to report Prohibited Conduct, or any student seeking counseling or other emotional support throughout this process.

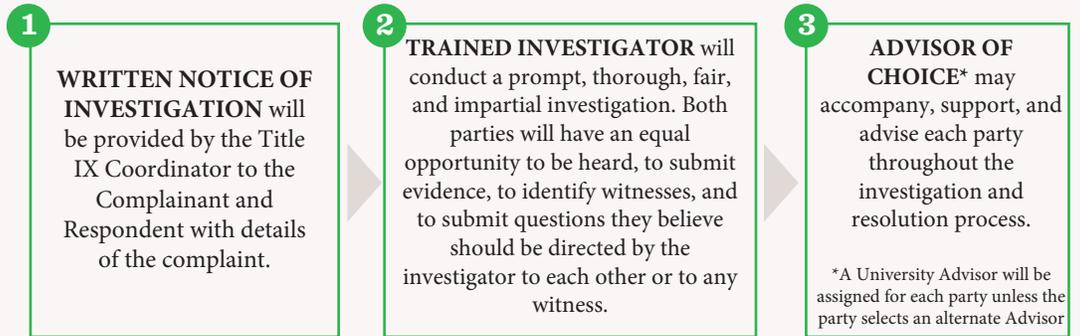
FORMAL UNIVERSITY TITLE IX GRIEVANCE PROCESS FOR EMPLOYEES

INVESTIGATION

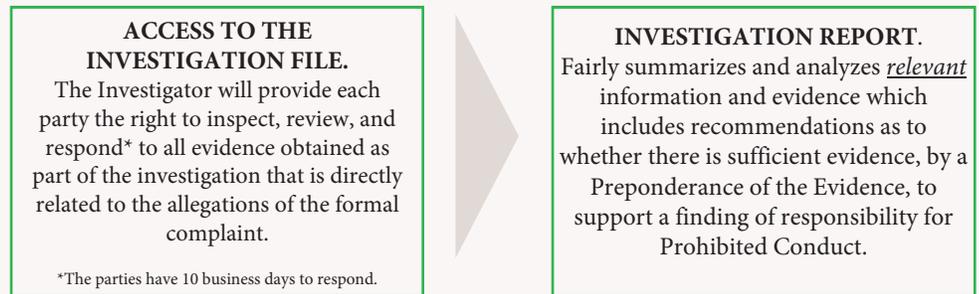
A Report To Law Enforcement May Be Made At Any Point Throughout This Process

Resources And Support Are Available Throughout This Process

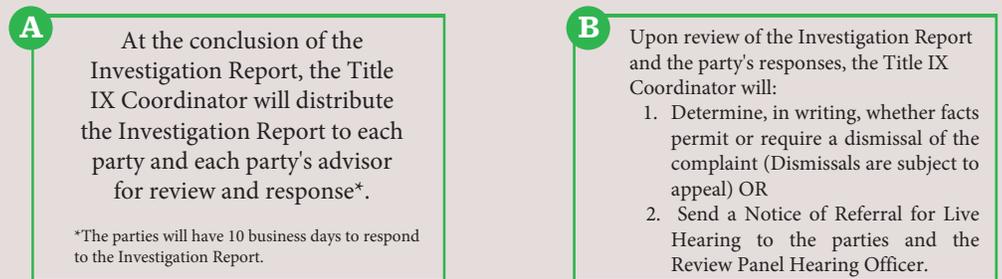
At the beginning of the resolution process:



At the conclusion of the investigation:

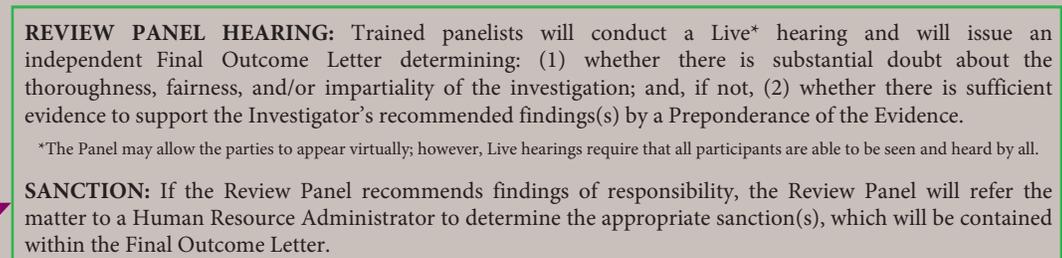


DISTRIBUTION OF THE INVESTIGATION REPORT



REVIEW PANEL HEARING, APPEALS, AND FINAL OUTCOME

LIVE HEARINGS and Potential Sanctioning:



APPEALS: Decisions of the Title IX Coordinator or Review Panel may be appealed to an **Appeal Officer/Director of Human Resource** who will review timely filed appeals. The Appeal Officer's written decision is **FINAL**. However, an employee may still file a grievance pursuant to W.V.A. Code §§ 6C-2-1, et. seq.

Typically, the period from the issuance of a Notice of Investigation through Investigation Report will not exceed 60 calendar days. This time frame may be extended for good cause. Please see the Employee Title IX Grievance Procedures, Administrative Procedures PERS-01, for the entire Employee Title IX Grievance Procedures.