

# PROCESS FOR TITLE IX SEXUAL HARASSMENT COMPLAINTS

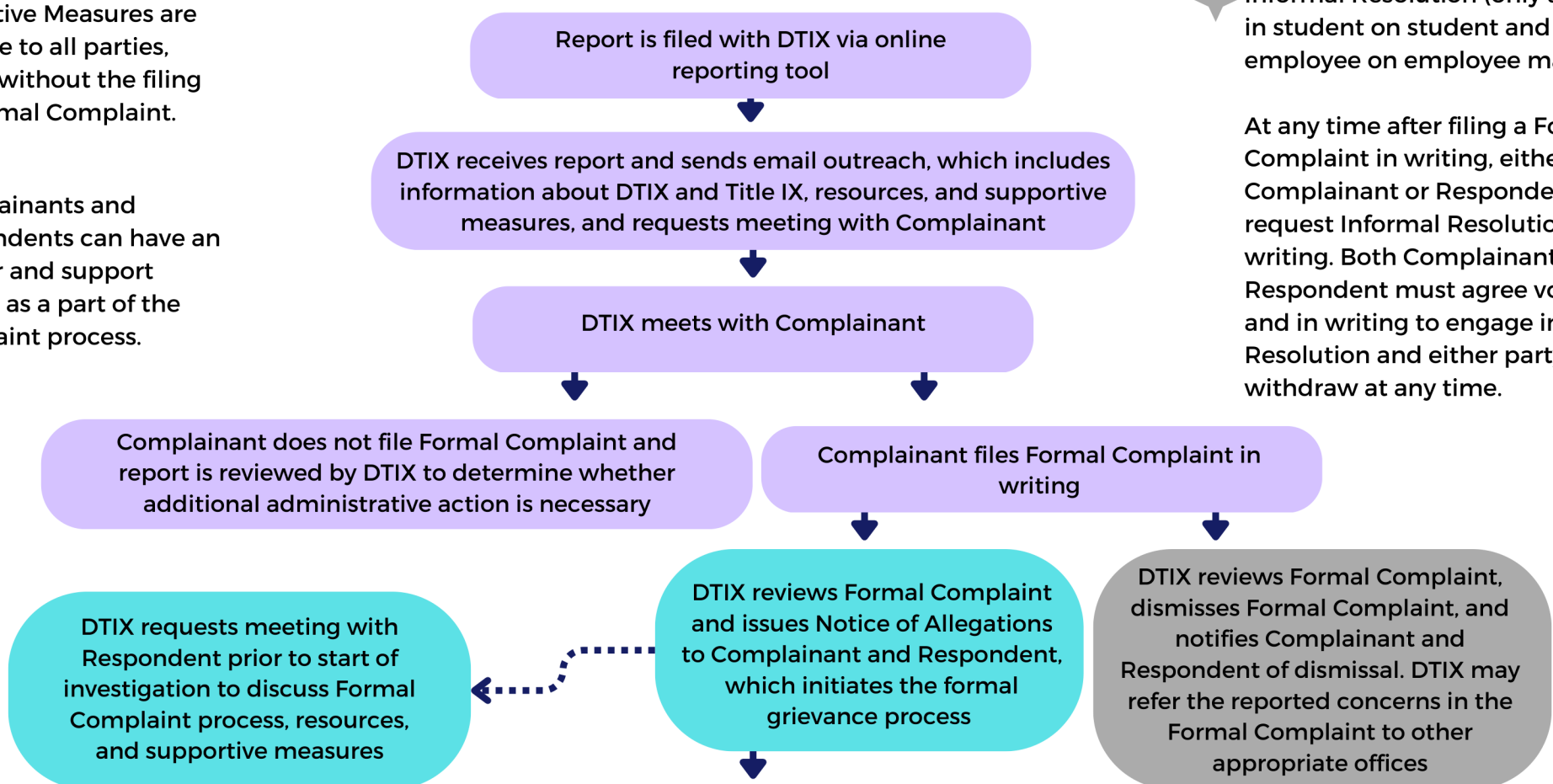


Supportive Measures are available to all parties, with or without the filing of a Formal Complaint.

Complainants and Respondents can have an advisor and support person as a part of the complaint process.

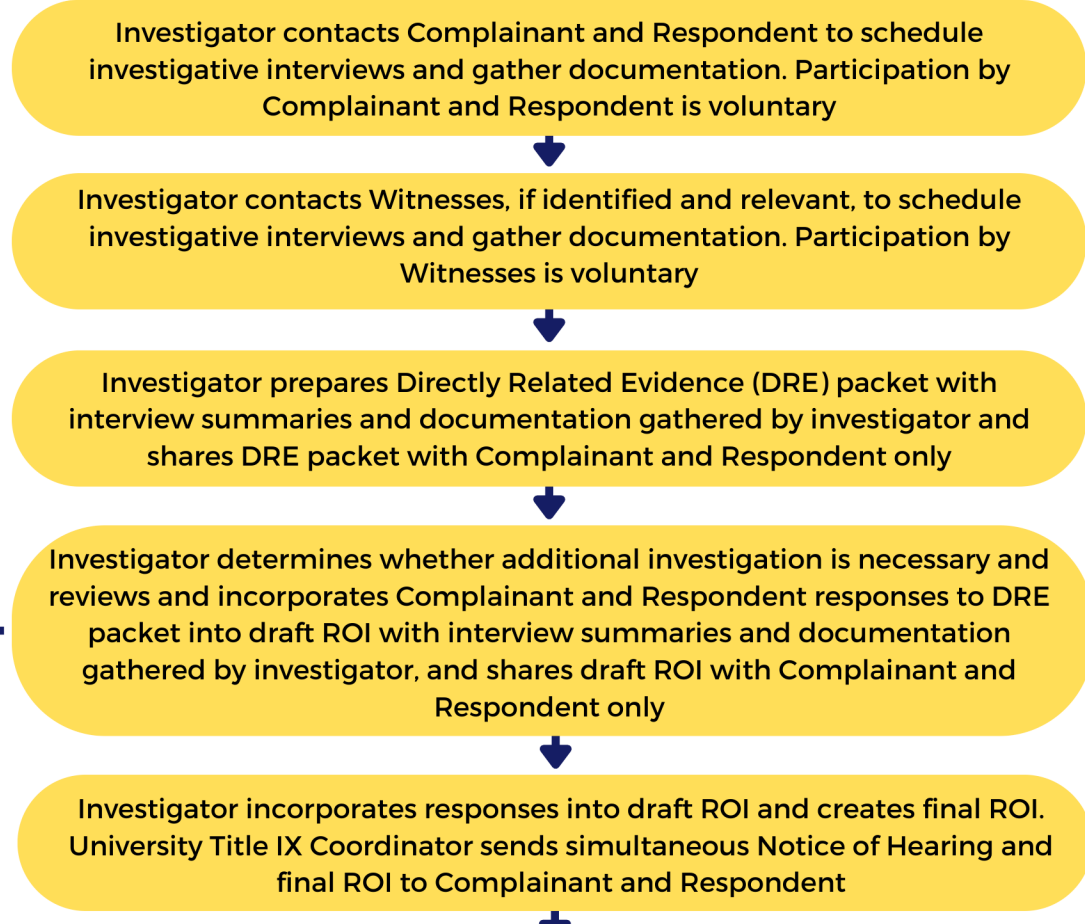
Informal Resolution (only available in student on student and employee on employee matters)

At any time after filing a Formal Complaint in writing, either Complainant or Respondent can request Informal Resolution in writing. Both Complainant and Respondent must agree voluntarily and in writing to engage in Informal Resolution and either party can withdraw at any time.



DTIX requests meeting with Respondent prior to start of investigation to discuss Formal Complaint process, resources, and supportive measures

DTIX's goal is to complete the complaint process, from issuance of the NOA through appeal, in 120 business days. University holidays, exam periods, requests for extensions, etc. can delay this process.

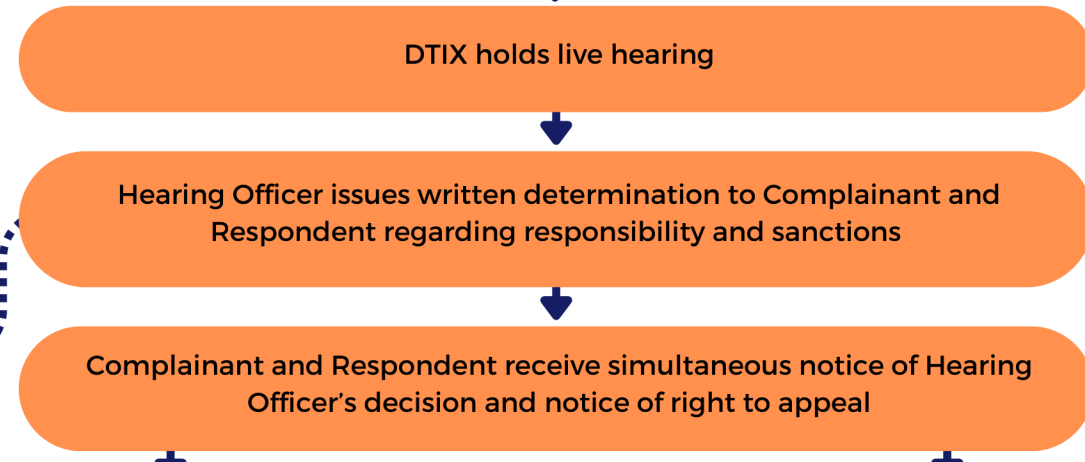


Complainant and Respondent have ten business days to review and respond to draft ROI

Complainant and Respondent have ten business days to review and respond to the DRE packet

Hearing is scheduled at least ten business days from date of receipt of final ROI

Hearing Officer issues written determination to Complainant and Respondent within fifteen business days of the conclusion of the hearing



Complainant and Respondent have seven business days to appeal Hearing Officer's decision based on grounds set forth in policy

If neither Complainant nor Respondent appeals, Hearing Officer decision regarding responsibility and sanctions stands. DTIX implements sanctions, if any, for a student Respondent

If one party appeals, the other will be made aware and have the opportunity to respond to the appeal

Appeal Officers have ten business days to review appeal and issue written determination. Appeal Officer may affirm original determination or modify

Appeal materials from Complainant and Respondent are sent to Appeal Officer

The Appeal Officer will issue a written determination in response to the appeal. The Appeal Officer may affirm the original determination/sanction or modify. Appeal Officer determinations are final. DTIX implements sanctions, if any

If you have questions or concerns about this process, please contact DTIX at [titleix@emory.edu](mailto:titleix@emory.edu).

Each matter before the Department of Title IX is analyzed on a case-by-case basis. The above processes may vary at the discretion of the Department of Title IX.

Please note: Title IX is a federal law. The process outlined above is largely governed by the Title IX law.