Title IX Sexual Harassment Complaint Resolution Process  
(Student as Responding Party)

1. Individual files complaint with Title IX & Interpersonal Violence Response Office (TIXO) and requests investigation.

2. TIXO submits Investigation Report to Dean of Students (DOS).

3. TIXO determines if report potentially violates XU’s Title IX Sexual Harassment (TIXSH) policies.

4. DOS notifies parties of potential policy violations.

5. Responding party may:
   - Accept responsibility for policy violations and accept benchmark sanctions, concluding the complaint resolution process; TIXO provides academic, housing, safety, employment, etc. support to impacted individuals OR
   - NOT accept responsibility, in which case a student conduct hearing will be held.

6. If appealing party accepts responsibility, DOS notifies both parties of outcome, sanction, and right to appeal & appeal process.

7. If appealing party does not accept responsibility, a live conduct hearing will be scheduled to resolve the report.

8. In a hearing, based on the investigation and hearing, a TIXSH Hearing Panel will determine: is there sufficient evidence to conclude by a preponderance of the evidence (more likely than not) that the responding party violated TIXSH policies.

9. Responding party found responsible; DOS notifies both parties of outcome, sanction, and right to appeal & appeal process.

10. Responding party found not responsible. DOS notifies parties of outcome. Compliant resolution process concludes - TIXO provides academic, housing, safety, employment, etc. support to impacted individuals.

11. If TIXO determines formal complaint does not fall under TIXSH policies, it must dismiss the complaint. Both parties may request an appeal. Appeals must be submitted to the Associate Provost & Chief Student Affairs Officer (AP) within 3 days of parties being notified of dismissal. AP will provide final decision within 3 days of receiving appeal.

12. If TIXO dismissal of complaint is upheld by AP, TIXO will assess if complaint may violate XU Interpersonal Violence (IV) policies; if so, TIXO will inform Reporting Party of right to proceed under IV policies (see IV Complaint Resolution Process flowchart for details).

DOS : Dean Of Students  
AP : Associate Provost  
TIXO : Title IX & Interpersonal Violence Response Office  
TIXSH : Title IX Sexual Harassment