Complaint Resolution Overview
Office of Equal Opportunity and Title IX

- Initial Report received by EO/TIX
- Outreach to identified affected individual re: resources and reporting options
- Initial meeting with Title IX Coordinator
- EO/TIX Coordinator Assessment
- Notice to parties to include possible interim measures, investigation commences
- Investigation concludes with Final Investigation Report provided to Hearing Panel, and schedule pre-hearing conference
- Written Determination
  - Shared with both parties, sanctions are assigned if finding of responsibility
- Appeal
  - Grounds for appeal: Procedural irregularity, new evidence, conflict of interest
- Complaint Resolved

Formal Complaint includes: (1) Identification of both Parties; (2) description of the alleged Prohibited Conduct; (3) Policy provisions triggered by the Prohibited Conduct as alleged; and (4) a signature by Complainant requesting UM initiate Grievance Proceedings.

Formal Complaints may be dismissed if:
- Either party becomes unaffiliated with UM
- Complainant withdraws Complaint
- Evidence is unavailable

Formal Complaints must be dismissed if:
- Alleged conduct occurred outside a UM Program or Activity, or lacks a sufficient nexus to campus
- Alleged conduct does not meet definition of Prohibited Conduct
- Dismissal may occur after the investigation

Grounds for appeal:
- Procedural irregularity
- New evidence
- Conflict of interest

Live hearing (can be virtual)
- Hearing Panel, led by Chair, is decision maker
- Preponderance of the evidence
- Must allow cross-examination by Advisor
- University will provide an Advisor if required

Option to voluntarily engage in informal resolution
Continual status updates to involved parties