1. Initial Report received by EO/TIX
2. Outreach to identified affected individual re: resources and reporting options
3. Initial meeting with Title IX Coordinator
4. Formal Complaint Requested or Received
   ➢ 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
5. EO/TIX Coordinator Assessment
   ➢ Formal Complaints may be dismissed if
   1. Either party becomes unaffiliated with UM
   2. Complainant withdraws Complaint
   3. Evidence is unavailable
   ➢ Formal Complaints must be dismissed if
   1. Alleged conduct occurred outside a UM Program or Activity, or lacks a sufficient nexus to campus
   2. Alleged conduct does not meet definition of Prohibited Conduct
   3. Dismissal may occur after the investigation
6. Notice to parties to include possible interim measures, investigation commences
7. Investigation concludes with Final Investigation Report provided to Hearing Panel, and schedule pre-hearing conference
8. Live Hearing
   ➢ 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
9. Written Determination Shared with both parties, sanctions are assigned if finding of responsibility
10. Appeal
11. Complaint Resolved