REPORTING AND INITIAL SUPPORT PROCESS

1. A member of the EO/Title IX Team receives a report of conduct prohibited by UM’s Discrimination, Harassment, and Retaliation Policy.

2. EO/TIX reaches out to identified Affected Individual by email; EO/TIX offers Resource Guide and invitation to meet with EO/Title IX Coordinator.

   (1) Coordinator discusses on and off campus resources available and assists with access.

   (2) Coordinator discusses potential academic, residential, and other accommodations, and facilitates access to protective and supportive measures.

   (3) Coordinator explains reporting to law enforcement and offers help in doing so.

   (4) Coordinator discusses resolution process options and invites Affected Individual to participate in one of these options.

      i. If Affected Individual declines any resolution, no further action is taken unless the Coordinator determines presence of overriding safety concern.

      ii. If Affected Individual agrees to participate in a resolution process, explore whether Informal Resolution is appropriate.

      iii. If (1) the allegations are not appropriate for Informal Resolution; (2) the parties do not agree to Informal Resolution; or (3) the Informal Resolution process does not result in resolution, EO/TIX will begin the Grievance Proceeding process.

*In the vast majority of cases, EO/TIX will honor an Affected Individual’s decision regarding whether and when to initiate a Resolution Process. The rare exceptions are cases where the alleged incident may signal a significant safety risk to the Affected Individual and/or the UM campus community. Examples include allegations involving use of a weapon, excessive violence, repeat offenses, or a substantial power imbalance between the parties (such as alleged sexual misconduct by an employee against a student). In such rare cases, the Coordinator may override an Affected Individual’s decision and proceed to initiate Grievance Proceedings.*