Title IX Investigation & Hearing Process

Formal Complaint

Complaining party submits written complaint

TIXC provides supportive measures

Notice of Investigation

Both parties receive a Notice of Investigation (NOI)

The NOI describes with specificity the allegations, rights of parties, non-retaliation and ability to select Advisor of their choice

Respondent Meeting

TIXC explains process, provides supportive measures

Supportive measures for both parties are available throughout the process

Evidence Gathering

TIXC (or designee) interviews parties, witnesses and gathers evidence

Parties may recommend witnesses; witnesses cannot be compelled to participate

A Respondent is presumed not responsible until a conclusion about responsibility is made at the end of the process.

Evidence Review

Parties and Advisors have the opportunity to review the evidence

Review period of Draft Report summarizing evidence; opportunity to respond; Review period of Final Report

Hearing Phase

Investigator presents evidence to hearing panel

Advisors may submit questions, which are reviewed for relevance; the parties are not permitted to directly question one another

Decision Phase

Decision re: responsibility & sanctions, if applicable

Based on a preponderance of the credible evidence

Appeal Phase

Parties have 5 days to appeal

Grounds for appeal:

- procedural error
- newly discovered evidence
- conflict of interest