

Equity Resolution Process

Equal Opportunity, Harassment, & Nondiscrimination Policy & Procedures
2021 - 2022

Option 1:

Supportive Measures

Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to restore or preserve access to the education program or activity, including measures designed to protect the safety of all parties or the educational environment, and/or deter harassment, discrimination, and/or retaliation.

These measures may include but are not limited to:

- Referral to Victims Advocate (*Confidential Resource*)*
- Altering Campus Housing Assignments
- Altering Work Arrangements
- Safety Planning/Safety Escorts
- Academic Support
- No Contact Orders
- Class Schedule Modifications
- Any other actions deemed appropriate by the Title IX Coordinator

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Option 2:

Informal Resolution

Informal Resolution can include three different approaches:

1. Alternate Resolution - an informal process (including mediation or restorative practices, etc.) by which a mutually agreed upon resolution of an allegation is reached. All parties must consent to the use of Alternate Resolution.
2. Respondent Accepts Responsibility for Alleged Violations - If the Respondent accepts responsibility for all alleged misconduct, and if informal resolution is applicable, the Title IX Coordinator will determine whether all parties and the University are able to agree on responsibility, sanctions, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of University policy and implements agreed-upon sanctions and/or remedies.
3. Supportive Measures - When the Title IX Coordinator can resolve the matter informally by providing supportive measures to remedy the situation. (See *Supportive Measures Column*)

Option 3:

Formal Grievance Process

Formal Grievance Process (*Brief Overview*):

Notice of Investigation

Notice of investigation sent to Respondent



Investigation

2-investigator team conducts a thorough, reliable, impartial, prompt, and fair investigation.



Hearing

3-member hearing panel will hear and make determinations on all allegations; panel will determine whether Respondent is responsible or not responsible for policy violations.



Notice of Outcome

Involved parties will be notified of the outcome of the hearing.



Sanctions/Remedies

If applicable, sanctions/remedies will be applied.