

FGP: Title IX vs. Non-Title IX/Civil Rights

Office for Title IX & Civil Rights | *Last Updated: August 2025*

FGP
formal
grievance
process

NON-TITLE IX/CIVIL RIGHTS

- Facilitated by a single Resolution Officer who serves as both the investigator and decision maker.
- Parties may consult with an Advisor and/or have an Advisor accompany them, if they choose. Advisors may not speak on behalf of their advisee.
- The parties will have an opportunity to review the investigation report for two 5-business-day review and comment periods. Parties may submit any follow up questions they wish the Resolution Officer to ask the other party and/or witnesses.
- The Resolution Officer will determine if each question is relevant or not relevant, and will only include the relevant questions in follow up investigation interviews.

BOTH

- Initiated when the Complainant or Title IX Coordinator signs a Formal Complaint Form.
- Notice of Investigation and Allegations (NOIA) sent simultaneously to the parties.
- All investigations are thorough, reliable, impartial, prompt, and fair.
- Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.
- Investigator(s) will write a comprehensive draft investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence, including appendices with relevant physical, or documentary evidence.
- Witness participation in the FGP is optional, the decision-maker(s) can only rely on whatever relevant evidence is available through the investigation and hearing in making the ultimate determination of responsibility.
- Investigation interviews are recorded and transcribed - no unauthorized recording of any kind is permitted.
- The Preponderance of Evidence standard is used during the deliberations process to determine if a policy violation has occurred.
- A Notice of Outcome will include a determination regarding responsibility, rationale and/or findings of fact supporting the determination, any disciplinary sanctions the University imposes on the Respondent (if applicable).
- The parties have the right to appeal the outcome.

- Separate investigator(s) and hearing panelists.
- Each party is required to have an Advisor to conduct cross-examination during the live, virtual hearing.
- A three-member hearing panel will be appointed from the Title IX & Civil Rights Resolution Team. The three-member panel will not have had any previous involvement with the investigation.
- The parties will have an opportunity to review the investigation report for two 10-business-day review and comment periods.
- The Hearing Chair will conduct separate pre-hearing meetings with the parties to review the hearing procedures, the rights and expectations of the parties, and answer questions.
- A live, virtual hearing will take place via Zoom. The Parties, Witnesses, and Investigators will be invited to submit to questioning by the three-member panel and then by the Parties through their Advisors.
- Any party or witness may choose not to offer evidence and/or answer questions at the hearing, either because they do not attend the hearing, or because they attend but refuse to participate in some or all questioning.
- The three-member panel will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question.

TITLE IX

