

Tiffin University Response Options

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

**Business Days*

Response 1: Supportive Measures

Applicable Prohibited Conduct:

All Title IX & Civil Rights Prohibited Conduct

Overview:

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and on a case-by-case basis. They include measures designed to protect the safety of all parties or the University's educational environment, and include measures to deter policy violations.

Supportive Measure Categories:

Academic, medical, mental health, safety & security, reporting, physiological, financial aid, international, disability, and insurance support.



Response 2:

Formal Complaint Seeking Alternative Dispute Resolution (ADR)

Applicable Prohibited Conduct:

All Title IX & Civil Rights Prohibited Conduct

Overview:

Alternative Dispute Resolution (ADR) encompasses three different informal resolution options:

1. Facilitated Resolution
2. Negotiated Resolution
3. Respondent Accepts Responsibility

(Required) Consent to Participate:

The University will obtain voluntary, written confirmation that all parties wish to resolve the matter through ADR before proceeding and will not pressure the parties to participate.



Response 3:

Formal Complaint Seeking Title IX Formal Grievance Process

Applicable Prohibited Conduct:

Title IX Sexual Harassment

Overview:

The Title IX Formal Grievance Process includes an investigation and a live, virtual hearing. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. Parties will have two 10-business-day review and comment periods to review the investigation report in preparation for the hearing. During the hearing, the parties, witnesses and investigator(s) will be invited to submit to questioning by the three-member hearing panel and then by the parties through their advisors. The hearing panel will deliberate and make a determination of responsibility.



(Required) Advisor:

An advisor is required to conduct cross-examination during the live, virtual hearing.

Response 4:

Formal Complaint Seeking Non-Title IX/ Civil Rights Formal Grievance Process

Applicable Prohibited Conduct:

Non-Title IX Sexual Harassment, Discriminatory Harassment and Other Civil Rights Offenses

Overview:

In the Non-Title/Civil Rights Formal Grievance Process, a single Resolution Officer will be assigned to serve as both the investigator and decision-maker. The investigation process follows the same procedures as the Title IX Formal Grievance Process, but differs when it comes to the decision-making process. Parties will have two (2) 5-business-day review and comment periods to review the investigation report and submit any follow up questions they wish the Resolution Officer to ask the other party and/or witnesses. Following the last review and comment period, the Resolution Officer will review the final investigation report and make a determination of responsibility.

