SEXUAL MISCONDUCT COMPLAINT RESOLUTION PROCESS (FACULTY & STUDENT)

SPELMAN COLLEGE IS COMMITTED TO PROVIDING A SAFE AND NONDISCRIMINATORY ENVIRONMENT FOR ALL MEMBERS OF ITS COMMUNITY. SEX AND GENDER BASED HARASSMENT, RELATIONSHIP VIOLENCE AND STALKING CAN OCCUR IN MANY FORMS. THE PROCEDURE OUTLINED BELOW PROVIDES AN OVERVIEW OF THE FORMAL COMPLAINT RESOLUTION PROCESS WHEN THE TITLE IX OFFICE RECEIVES A COMPLAINT AGAINST A SPELMAN FACULTY MEMBER OR STUDENT.

INITIAL INQUIRY TO DETERMINE IF POLICY APPLIES
DISCUSS RESOLUTION OPTIONS
DETERMINE INTERIM PROTECTIVE & ACADEMIC SUPPORTS

REPORT RECEIVED BY TITLE IX & COMPLIANCE OFFICE

INVESTIGATION

ADMINISTRATIVE RESOLUTION OR COMMITTEE HEARING

APPEAL

- TITLE IX DIRECTOR SENDS NOTICE OF INVESTIGATION OF ALLEGED POLICY VIOLATION(S)
- INVESTIGATOR MEETS WITH INVOLVED PARTIES
- INVESTIGATION REPORT IS SHARED WITH PARTIES FOR REVIEW
- PARTIES REVIEW REPORT AND RETURN WITH COMMENTS TO THE TITLE IX DIRECTOR
- INITIAL INQUIRY TO DETERMINE IF POLICY APPLIES
- DISCUSS RESOLUTION OPTIONS
- DETERMINE INTERIM PROTECTIVE & ACADEMIC SUPPORTS
- IF AN APPEAL IS SUBMITTED, NOTIFICATION IS SENT TO INVOLVED PARTIES OF REVEAL STATUS
- APPEAL IS REVIEWED BY APPELLATE OFFICER OR COMMITTEE
- NOTIFICATION OF FINDINGS AND SANCTIONS, IF ANY, ARE SENT TO PARTIES
- NOTIFICATION OF FINDINGS AND SANCTIONS, IF ANY, ARE SENT TO PARTIES AS WELL AS NOTICE OF RIGHT TO APPEAL

COMPLAINANTS HAVE A CHOICE AS TO WHETHER THEY WANT TO PROCEED IN EITHER RESOLUTION PROCESS, UNLESS THERE IS A SIGNIFICANT SAFETY RISK TO THE SPELMAN COMMUNITY IN WHICH FORMAL RESOLUTION IS INITIATED.

THIS OUTLINE DISPLAYS THE FORMAL RESOLUTION PROCESS. FURTHER INFORMATION ABOUT COMPLAINT RESOLUTION OPTIONS CAN BE FOUND AT: WWW.SPELMAN.EDU/TITLE-IX
SPELMAN COLLEGE IS COMMITTED TO PROVIDING A SAFE AND NONDISCRIMINATORY ENVIRONMENT FOR ALL MEMBERS OF ITS COMMUNITY. SEX AND GENDER BASED HARASSMENT, RELATIONSHIP VIOLENCE AND STALKING CAN OCCUR IN MANY FORMS. THE PROCEDURE OUTLINED BELOW PROVIDES AN OVERVIEW OF THE INFORMAL COMPLAINT RESOLUTION PROCESS WHEN THE TITLE IX OFFICE RECEIVES A COMPLAINT AGAINST A SPELMAN FACULTY MEMBER OR STUDENT.

INFORMAL PROCESS

INFORMAL RESOLUTION IF APPROPRIATE, THE COMPLAINANT CAN CHOOSE AN INFORMAL RESOLUTION PROCESS. THIS CANNOT BE USED FOR SEXUAL ASSAULT OR DOMESTIC VIOLENCE CASES.

INFORMAL RESOLUTION IS USED WHEN THERE IS NOT SUFFICIENT INFORMATION FOR A FORMAL RESOLUTION PROCESS, OR IN SOME CASES A PARTIES' REQUEST. TYPICALLY, THOSE INVOLVED AGREE TO A SOLUTION TOGETHER, ONCE AGREED UPON, THE COMPLAINT IN CLOSED.

- INITIAL INQUIRY TO DETERMINE IF POLICY APPLIES
- DISCUSS RESOLUTION OPTIONS
- DETERMINE INTERIM PROTECTIVE & ACADEMIC SUPPORTS
- EDUCATIONAL & TRAINING WORKSHOPS
- RECOMMENDATIONS AS NEEDED
- PROTECTIVE MEASURES SUCH AS NO CONTACT DIRECTIVES
- CHANGES IN WORK, HOUSING OR CLASS ROOM

WHEN THE RESPONDENT IS KNOWN, COMPLAINANTS HAVE A CHOICE AS TO WHETHER THEY WANT TO END INFORMAL RESOLUTION AND INITIATE FORMAL RESOLUTION.

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DO INVOLVED PARTIES AGREE TO TERMS?

NO

YES

NOTIFICATION OF OUTCOME TO PARTIES

FORMAL RESOLUTION PROCESS

POTENTIAL TERMS:

WWW.SPELMAN.EDU/

TITLE IX

INFORMAL RESOLUTION

WWW.SPELMAN.EDU/TITLE-IX

FURTHER INFORMATION ABOUT COMPLAINT RESOLUTION OPTIONS CAN BE FOUND AT: