FIND INFORMATION ON THE OFFICE FOR CIVIL RIGHTS:
kenyon.edu/directories/offices-services/ocr/
Call us at (740) 427-5825

SEXUAL MISCONDUCT AND HARASSMENT: TITLE IX, VAWA, TITLE VII

INITIAL REPORT
Made to Title IX coordinator
740-427-5820

INITIAL MEETINGS AND ASSESSMENT
Title IX coordinator meets with the complainant concerning Interim measures and next steps. Then, as appropriate, meets with the respondent concerning interim measures and provides information about next steps.

INTERVIEWS AND INFORMATION GATHERING
Factual witnesses, electronic communication, notes, medical information, etc. collected. Complainant and Respondent may submit information to investigators.

INITIAL INVESTIGATIVE REPORT PRODUCED
Complainant and respondent have the right to review the report before it is finalized and may submit additional comments and/or evidence within 5 business days.

RESPONSIBLE
Investigators determine a policy violation did occur.

FINAL REPORT AND DECISION
Investigators determine by a preponderance of the evidence whether the respondent is responsible for the charges alleged.

NOT RESPONSIBLE
Investigators determine no policy violation occurred.

ADJUDICATION
Based on 9 criteria the adjudicator determines and issues a sanction/sanctions.

APPEAL PROCESS
May be requested by either party

FINAL DECISION
Made within 10 business days of decision or final appeal

DETERMINATION
No action required.

INTERIM MEASURES

INFORMAL RESOLUTION
When appropriate, parties may agree to an informal resolution.

NO FURTHER ACTION
At present.

INVESTIGATION
Title IX coordinator and investigators determine initial charges to be investigated by a team of two investigators.

INITIAL MEETINGS AND ASSESSMENT
Title IX coordinator meets with the complainant concerning Interim measures and next steps. Then, as appropriate, meets with the respondent concerning interim measures and provides information about next steps.

DETERMINATION
No action required.

INTERIM MEASURES

INVESTIGATION
Title IX coordinator and investigators determine initial charges to be investigated by a team of two investigators.

INFORMAL RESOLUTION
When appropriate, parties may agree to an informal resolution.

NO FURTHER ACTION
At present.

INTERVIEWS AND INFORMATION GATHERING
Factual witnesses, electronic communication, notes, medical information, etc. collected. Complainant and Respondent may submit information to investigators.

INITIAL INVESTIGATIVE REPORT PRODUCED
Complainant and respondent have the right to review the report before it is finalized and may submit additional comments and/or evidence within 5 business days.

FINAL REPORT AND DECISION
Investigators determine by a preponderance of the evidence whether the respondent is responsible for the charges alleged.

NOT RESPONSIBLE
Investigators determine no policy violation occurred.

ADJUDICATION
Based on 9 criteria the adjudicator determines and issues a sanction/sanctions.

APPEAL PROCESS
May be requested by either party

FINAL DECISION
Made within 10 business days of decision or final appeal

DETERMINATION
No action required.

INTERIM MEASURES

INVESTIGATION
Title IX coordinator and investigators determine initial charges to be investigated by a team of two investigators.

INFORMAL RESOLUTION
When appropriate, parties may agree to an informal resolution.

NO FURTHER ACTION
At present.