

APPENDIX B – Resolution Process for Non-Title IX Sexual Misconduct (“Process B”)

I. Overview

The University will use the procedures outlined below to investigate and resolve, in a prompt and equitable process, qualifying allegations of Non-Title IX Sexual Misconduct, as defined in this Policy, initiated by or through the Title IX Coordinator.

Appendix B sets forth the Resolution Process (“Process B”) the University will follow in response to the initiation of formal action for an alleged incident of non-Title IX Sexual Misconduct.

II. Formal Resolution of Non-Title IX Sexual Misconduct

A. Initiation of Formal Resolution

Process B may be initiated at any time after a Report of non-Title IX Sexual Misconduct is made when: 1) a Complainant, or parent or guardian who has the legal right to act on Complainant’s behalf, indicates in writing to the Title IX Coordinator that they wish to take formal action against a Respondent for an allegation of non-Title IX Sexual Misconduct prohibited by this Policy; or 2) the Title IX Coordinator determines it necessary for the University to take formal action against a Respondent and initiate Process B.

In instances where a Complainant does not request formal resolution, the Title IX Coordinator has an obligation to consider all known information to determine whether it is necessary for the University to move forward with formal resolution. In addition to all known information, the Title IX Coordinator will also consider such factors, including, but not limited to:

- The seriousness of the alleged prohibited conduct;
- The nature of the Complainant and the Respondent’s affiliation with the University;
- Whether there has been a pattern of alleged prohibited conduct by a Respondent;

- Whether the Respondent allegedly threatened further prohibited conduct or other violence against the Complainant or others;
- Whether there is a risk and/or likelihood of ongoing harm to the Complainant if the University does not address the alleged prohibited conduct through a Resolution Process;
- Whether the alleged prohibited conduct was committed by Respondents;
- Whether the alleged prohibited conduct was perpetrated with a weapon or involved violence; and/or
- The extent of any threat to the University community.

The University will also consider a Complainant's wishes regarding the University's response to a Report, including requests for confidentiality and/or non-action. However, there may be times when, in order to provide a safe, non-discriminatory environment for all campus community members, the University may not be able to honor a Complainant's wishes not to proceed with formal resolution. The presence of one or more of the factors above could obligate the University to move forward with Process B (even without the participation of the Complainant). In such cases, the University will inform the Complainant and will share the University's reasoning for proceeding with formal resolution. The Complainant may still decide whether and how much they want to be involved in Process B.

B. University Response to Initiation of Formal Resolution

When the University receives a request for formal resolution or the Title IX Coordinator initiates formal resolution on behalf of the University, the Title IX Coordinator will work with the Complainant to obtain details of the alleged conduct that are necessary to provide notice of the alleged violation of non-Title IX Sexual Misconduct to the Respondent. Notice to the Respondent will include sufficient information to allow the Respondent a meaningful opportunity to respond to the alleged violation. It will also include information on the Resolution Process, outlined here as Process B.

C. Acceptance of Responsibility

After receiving notice of the alleged violation, the Respondent may accept responsibility for the alleged non-Title IX Sexual Misconduct. If the Respondent accepts responsibility at this stage, the Title IX Coordinator will determine and assign appropriate sanctions. The Complainant will be notified in writing that the Respondent accepted responsibility and will be notified of sanctions which the Title

IX Coordinator determines directly relate to the Complainant. If the Respondent accepts responsibility at this stage, there is no appeal option.

If a Respondent does not accept responsibility, the Resolution Process will proceed to an Investigation.

D. Timeframe for Resolution

Process B will be completed in a reasonably prompt manner. Where a timeframe is given in a number of days, the length of the timeframe is calculated in business days. Days where the University is closed for breaks and/or holidays do not count as business days for the purposes of the timeframes contained in this Policy.

Additionally, while the University remains open during summer months (between the end of the Spring Term and prior to the start of the Fall Term), the timeframe of a Resolution Process may be impacted due to the availability of the parties and/or Witnesses.

The goal is for a Hearing or outcome to occur within 60-90 days. However, the University will not compromise a thorough and fair process to meet the 60-90 day completion goal. This timeframe may be extended if the Parties elect to participate in Informal Resolution, which will typically extend the process by an additional 30 days. Additionally, these timeframes for completion may be subject to limited extension or temporary delay for good cause as determined by the Title IX Coordinator in consultation with appropriate University administrators. Good cause may include but is not limited to: considerations such as the absence of a party, a party's Advisor, or a Witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

In addition to formal resolution, a Complainant may have the option to pursue legal action through civil litigation or by pressing criminal charges. A concurrent criminal legal matter may result in a temporary delay of the Resolution Process.

Parties will receive ongoing written communication regarding the progress of the Resolution Process, including written notice of any delay or extension and the reason for the action.

E. Official Method of Communication

For all process participants who are a party of the University community, their University email account is the official method of communication for communications related to the Resolution Process. Parties and University-affiliated Witnesses and Advisors should regularly check their University email account for time critical notices or administrative notices requiring a timely response. Failure to check a University email account does not excuse or exempt a party or participant from any actions required by the University, including meeting deadlines. Party and participant communications regarding the Resolution Process should be generated from their Duquesne University email account and not their personal accounts.

III. Informal Resolution

A. Eligibility of Informal Resolution

For alleged violations of non-Title IX Sexual Misconduct, Informal Resolution is available prior to the initiation of Process B and at any time prior to a determination regarding responsibility being made. Whether a matter is eligible for Informal Resolution is subject to the process and limitations outlined in Section VII (B) of the Policy.

B. Type of Informal Resolution

Mediation is the Informal Resolution process offered by the University, as an alternative to a full investigation and adjudication of the allegation of non-Title IX Sexual Misconduct. Mediation is facilitated by a Deputy Title IX Coordinator or other trained designee of the University, who is not involved in the Resolution Process (the “Mediator”).

Mediation is a process by which a Mediator helps the parties discuss and try to resolve the matter. Each party will separately meet with the Mediator to share information and their perspective on the matter; discuss their understanding of the facts in dispute; describe their desired outcome; and explore mutually acceptable ideas for the resolution of the matter. The Mediator will not be an advocate for either the Complainant or the Respondent but rather aid in the resolution of a matter in a non-adversarial manner.

C. Requesting Informal Resolution

To participate in Informal Resolution, either the Complainant or Respondent may make a request to the Title IX Coordinator.

D. Requirements of Participating in Informal Resolution

Mediation will proceed only upon the voluntary, informed, and written Consent of both the Complainant and the Respondent.

E. Informal Resolution (Mediation) Process

The Mediator will schedule individual meetings with the parties or schedule a specific date and time to hold the Mediation. In either scenario, parties will not be present in the same virtual or physical space, at the same time. Mediation does not involve any Witnesses, and the Mediator will only conduct such fact-gathering as is useful to resolve the matter, and as is necessary to protect the interest of the parties, the University, and the University community. The Mediator may find it necessary to consult with one or more University officials during the course of Mediation to ensure possible resolutions are feasible.

F. Timeframes for Informal Resolution

The timeframe for Mediation is generally thirty (30) days. This timeframe may be extended by the Mediator with notice to the Title IX Coordinator and both parties.

G. Resolving a Matter through Informal Resolution

Mediation will resolve as follows: after sufficient discussion(s) with each party, as determined by the Mediator, the Mediator will develop a draft Mediation Agreement. The draft will be shared with both parties. If the terms are agreeable, both parties will sign the agreement. Once signed, the Mediation Agreement becomes binding on its terms and both parties are obligated to comply with the terms of the Mediation Agreement. The signed Mediation Agreement will be shared with the Title IX Coordinator who oversees compliance with the agreement.

H. Right to Withdraw/Failure of Informal Resolution

Either party can withdraw from mediation at any time prior to signing the Mediation Agreement by notifying the Title IX Coordinator.

Neither party is obligated to sign the Mediation Agreement.

At any point during mediation, the Mediator may determine that the matter is unlikely to be resolved through mediation.

If one or both parties withdraw from mediation; if the Mediation Agreement is not signed by one or both parties; or if the Mediator refers the matter back to the Resolution Process because it is unlikely to resolve through Mediation, Mediation will have failed. The Mediator will notify both parties and the Title IX Coordinator of the failure of mediation, which will refer the matter back to the Resolution Process. Notice of a failure of mediation will simply note that mediation failed.

I. Informal Resolution Records Retention and Confidentiality

Mediation is confidential, and the Mediator will not disclose what the parties say during Mediation. There are a few exceptions that include: 1) when disclosure is required by law, 2) when a party shares threats or thoughts of self-harm or harm to others, and/or 3) when a party discloses serious criminal conduct.

The Mediator may take notes or make draft Mediation Agreements throughout the Mediation. Such notes and drafts are not retained after the parties sign the Mediation Agreement or Mediation fails.

The only records maintained related to mediation are 1) any written communications regarding requests and/or Consent to participate in Mediation and 2) the Mediation Agreement or the written notice that Mediation has failed. Such records are maintained by the Title IX Coordinator. To the extent one is created, the Mediation Agreement will be maintained for the purposes of ensuring compliance with its terms and may be shared with University officials who have a need to know.

If Mediation fails, the Mediator cannot be called as a Witness during the Resolution Process. Because Mediator notes and draft Mediation Agreements, as applicable, are not maintained, such items cannot be used as evidence during the Resolution Process.

Future reports of conduct that would violate this Policy will be independently addressed, regardless of prior Mediation Agreements. However, the Title IX Coordinator may consider the fact that a policy violation was alleged, even if it resolves through mediation, as evidence of a Respondent's pattern of behavior in the event there are future reports made about the Respondent.

J. Informal Resolution Consequences and Possible Outcomes

Mediation may result in many possible outcomes, as long as such outcomes are mutually agreeable to both parties. In some cases, mutual no contact directives and/or mutual confidentiality agreements may be a piece of the Mediation Agreement. Additionally, although a Mediation Agreement may be reached without a Respondent admitting responsibility, sanctions or other adverse consequences may still be assigned as part of the resolution.

Parties are obligated to comply with the terms of the Mediation Agreement. Failure to comply may subject a party to sanctions up to and including expulsion or termination of employment without the right to a Resolution Process. Violations of a Mediation Agreement should be reported to the Title IX Coordinator to determine the appropriate University policy to address the alleged violation.

IV. Investigations

A. General Information

Alleged incidents of non-Title IX Sexual Misconduct will be investigated by the Title IX Coordinator and typically one or more Deputy Title IX Coordinator(s) (an "Investigator" or collectively, the "Investigators"). The Investigators are responsible for gathering evidence sufficient to reach a determination regarding responsibility; the burden is not on the parties.

B. During the Investigation

1. The Investigators will request to meet with the Complainant, the Respondent, and Witnesses discovered during the investigation or suggested by the parties, if relevant as determined by the Investigators.

2. The Investigators may request follow-up meetings with the parties and/or any Witnesses.
3. Both parties have equal opportunity to present Witnesses and submit evidence as part of the process.
4. The Investigators will take meeting notes and will endeavor to gather evidence directly related to the allegations of non-Title IX Sexual Misconduct from the Complainant, Respondent, and any Witnesses, including, but not limited to: texts, phone call logs, voicemails, screenshots, photographs, taxi/Uber/Lyft receipts, and social media posts.
5. The Investigators may also gather other available evidence related to the allegations of non-Title IX Sexual Misconduct, such as: Residence Hall guest sign-in logs, University ID card swipe logs, video surveillance footage, and publicly available information.
6. Near the end of the investigation, the parties will be informed of a deadline to share evidence. The parties are required to submit any and all evidence they would like considered as part of the investigation by such deadline. After the deadline, the parties will not be permitted to submit additional evidence that existed prior to the deadline, without approval from the Investigator(s).
7. The Investigators will create a Hearing File containing:
 - i. Interview Notes;
 - ii. A Summary of the Allegations of Non-Title IX Sexual Misconduct;
 - iii. Remedy requested by the Complainant, if any;
 - iv. Relevant policy/rules/provisions;
 - v. Timeline of events (created by the Investigators);
 - vi. Witness List (created by the Investigators);
 - vii. Document List (created by the Investigators); and
 - viii. All relevant evidence gathered during the Investigation.

V. Resolution Process for Non-Title IX Sexual Misconduct

A. Student Respondents

Where a University student is a Respondent, the Investigation portion of the Resolution Process will occur as set forth herein. At the conclusion of the Investigation, a hearing will occur.

1. Pre-Hearing Procedures

After the completion of the Investigation, a Hearing will be scheduled to make a determination as to whether there was a policy violation of non-Title IX Sexual Misconduct.

The Complainant and the Respondent will be sent a Hearing Notice, containing:

- Written notice of the Hearing date;
- Information about scheduling a time to review the Hearing File;
- Timeline for submitting new and/or rebuttal evidence;
- Timeline for notifying the Title IX Coordinator of the party's potential Witnesses; and
- Timeline for notifying the Title IX Coordinator of the party's Advisor of choice.

Timelines in this Hearing Notice are generally final and may only be modified for good cause, as determined by the Title IX Coordinator. The exclusion of evidence from the hearing file that is submitted by a party after the provided deadlines shall not be considered a material procedural error on the part of the University in the event of an appeal.

a. Review of Hearing File

The Complainant and the Respondent will be provided electronic access to the Hearing File at the time of the sending of the Hearing Notice. Parties' review of the Hearing File is subject to the following rules:

- Each Party and their Advisor may take handwritten notes during their review of the Hearing File and may not photograph, screenshot, record, and/or copy the Hearing File in any other way. The taking of typed notes on a computer, iPad, cell phone, or any other electronic device is prohibited.

Violating this rule may result in disciplinary action through the Office of Student Conduct. The Hearing File will be available during the Hearing to the Parties to refer to throughout the hearing.

b. Submission of New or Rebuttal Evidence

After a review of the Hearing File, both parties will be given one (1) opportunity to submit new or rebuttal evidence no later than three (3) days before the hearing. This opportunity is intended to be permitted in rare instances to allow for the inclusion of information that was not available during the fact gathering or that could not have been reasonably anticipated to be relevant to rebut an issue that came to light upon a party's review of the Hearing File.

New evidence is evidence that was not available at the time the Hearing Notice was sent, could not have been available based on reasonable and diligent inquiry, and is relevant to the matter.

Rebuttal evidence is evidence presented to contradict other evidence in the Hearing File, and which could not have been reasonably anticipated by a party to be relevant information at the time of the fact gathering.

Decisions with respect to whether to admit new/rebuttal evidence after the parties have reviewed the Hearing File will be made by the Title IX Coordinator.

If new and/or rebuttal evidence is admitted, the other party will be notified and given the opportunity to review it before the Hearing.

No new and/or rebuttal evidence will be accepted at the Hearing.

If there is no new or rebuttal evidence, the hearing will proceed on the Hearing File, the Witnesses identified by the parties, and the availability of testimony of fact Witnesses interviewed by the Title IX Coordinator during the fact gathering process. If new or rebuttal evidence is accepted, it will be added to the Hearing File.

c. Hearing Participants

The parties must identify Witnesses they intend to bring to the hearing no later than three (3) days prior to the Hearing. In order to appear as a Witness at a hearing, the Witness must have first-hand knowledge relevant to the alleged violation of non-Title IX Sexual Misconduct. Prior to the hearing, the Title IX Coordinator will notify both parties in writing of the Witnesses who will be permitted to participate in the hearing.

Each party must also identify the Advisor they intend to bring to the hearing no later than three (3) days before a hearing.

d. Hearing Decision-maker Rights and Responsibilities

Hearings will be administered by a Decision-maker who is a different person than the Title IX Coordinator/Investigator(s).

Prior to the Hearing, the Decision-maker will receive the Hearing File. At the Hearing, the Decision-maker has the right to ask relevant questions and elicit relevant testimony from parties and Witnesses. Following the Hearing, the Decision-maker will objectively evaluate relevant evidence and will independently reach a determination regarding responsibility.

2. Hearing Procedures

a. Location of Hearing

A Hearing may be conducted with all parties present in the same geographic location or, alternatively, some or all parties, Witnesses, and other participants may appear at the Hearing virtually but in different geographic locations, by using videoconferencing, or similar technology that allows the parties to simultaneously see and hear each other.

At the request of either party and/or in the University's discretion, the University will provide for the Hearing to occur with the parties located in separate rooms with technology enabling the Decision-Maker and each party to see and hear the other party or the Witness who is speaking and/or answering questions.

b. Attendance at Hearing

If the Complainant or the Respondent fails to appear at the scheduled Hearing, the Decision-maker, through consultation with the Title IX

Coordinator, may determine whether to postpone the Hearing or to direct that the Hearing proceed as scheduled, provided that the absent party was properly notified of the scheduled Hearing date.

c. Conduct of Hearing

The Decision-maker will administer the Hearing, make relevancy determinations, and other such decisions they deem necessary for the orderly conduct of the Hearing. No one other than the Decision-maker, the Complainant, the Respondent, their respective Advisors, Witnesses (when called), and the Title IX Coordinator and other necessary University personnel may be present during the Hearing.

d. Questioning During the Hearing

Only the Decision-maker is permitted to ask questions of a party or Witness participating in the Hearing. Neither party, nor their Advisor, may directly ask questions of the other party or any Witness during the Hearing. Instead, a party may recommend questions to the Decision-maker for the other party or Witnesses by submitting questions in written form on notecards (for in-person hearings), or in typed form (for virtual hearings) to the Decision-maker. The Decision-maker will ask the other party or Witnesses the submitted questions but may disallow or reframe any questions that are redundant, irrelevant, abusive, disrespectful, or unduly harassing.

During a Hearing, an Advisor may not otherwise speak for or on behalf of a party, including, but not limited to, by presenting opening or closing statements and/or by objecting to questions asked by the Decision-maker or the other party's Advisor, and Advisors and all parties will be expected to follow all Hearing rules established by the University.

e. Evidence Considered at Hearing

The concept of relevance will guide the Decision-maker in determining what evidence to consider, and the Decision-maker has discretion regarding the weight or credibility to assign to any particular piece of relevant evidence.

The Decision-maker will not consider the following types of evidence:

- Prior sexual behavior or sexual predisposition of the Complainant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.
- Either party's medical, psychological, counseling, and other similar records without the written Consent of the party whose records are being offered.
- Any information protected under a legally recognized privilege, unless the person holding that privilege has waived the privilege.

In the event that relevant evidence was destroyed by a party, the Decision-maker can take that into account when assessing the credibility of parties, and the weight of evidence in the matter

f. Recording

The University will create a recording of the Hearing that will contain audio and may also, but is not required to, include video and an auto-generated written transcript. Parties have the right to inspect and review the recording. Parties and their Advisors may not make their own recordings.

3. Hearing Outcome - Written Determination

Within a reasonably prompt timeframe following the Hearing, the Decision-maker will issue a written Finding regarding the Respondent's responsibility for the alleged Sexual Misconduct violation applying the Preponderance of the Evidence standard. In addition to the Hearing File contents, the Decision-maker may consider the hearing recording and hearing notes before making a Finding with respect to responsibility and sanctions, if appropriate.

The Complainant and Respondent will be notified in writing of the Decision-maker's Findings and sanctions, if any. The Complainant will be notified of any sanctions that the University is permitted to share pursuant to state or federal law.

The written Finding becomes final either on the date that the parties are provided with the final result of any Appeal, or if an Appeal is not timely filed, the date on which an Appeal would no longer be considered timely.

4. Sanctions

Where a determination of responsibility for a policy violation has been made, student Respondents will be subject to the sanctions set forth in the Decision-maker's written Finding. Sanctions will be assigned which are adequate to protect the safety of the campus community, which are reflective of the seriousness of the Sexual Misconduct and/or other prohibitions contained within this Policy, and which consider the surrounding circumstances of the Sexual Misconduct. Previous conduct violations by a Respondent may be considered when assigning sanctions.

- Range of Potential Sanctions against Students: Students are subject to the non- exhaustive list of disciplinary sanctions as defined in the Code of Student Rights, Responsibilities, and Conduct for violations of the Code. These may include one or more of the following measures: a written apology, disciplinary probation, educational projects/classes, fees, intervention, loss of privileges, no-contact order, restitution, written reprimand, suspension, and/or expulsion. As set forth in the Code of Student Rights, Responsibilities, and Conduct, the University reserves the right to impose other sanctions in response to the specific circumstances of a violation of this Policy. The Decision-maker may consult with the Office of Student Conduct and/or the Title IX Coordinator regarding the Respondent's prior disciplinary record. Information regarding the Respondent's prior disciplinary record will be shared with the Respondent in advance, prior to it being shared with the Decision-maker.

When a student Respondent is assigned a sanction of suspension or expulsion, the sanction will be automatically forwarded to the Senior Vice President for Student Life for review and approval. The sanction will not be finalized or implemented until it has been approved by the Senior Vice President for Student Life. The Senior Vice President for Student Life's decision will be final.

5. Appeals

Within five (5) days of receipt of the final written determination, both parties have an equal right to submit a written appeal to the Title IX Coordinator on the following (2) bases:

- Substantial procedural error that materially affected the outcome, and/or
- Material, new evidence not reasonably available at the time of the hearing.

Dissatisfaction with the hearing outcome and/or disagreement with the severity of a sanction are not grounds for appeal.

The Appeal must contain a written statement containing the basis for the Appeal based only on one or both of the Appeal grounds listed above and any documentation and/or evidence to substantiate or clarify the Appeal.

When an appeal is filed, the Title IX Coordinator will notify the other party of the appeal.

Appeals will be administered by an Appeal Decision-maker who is not the same person as the Hearing Decision-maker that reached the determination regarding responsibility, the Investigator(s), or the Title IX Coordinator.

Appeals will generally proceed on written materials only; parties and Witnesses will not be interviewed by the Appeal Decision-maker. The Appeal file will include the written Finding, the Hearing File, the recording of the underlying hearing, new evidence as applicable, and any written Appeal documents submitted by the appealing party. In rare instances, and only as necessary to reach a determination, an Appeal Decision-maker may require additional information, outside of the written materials, to reach a decision. One such example may include where an Appeal Decision-maker needs additional information to determine whether a conflict of interest existed.

Following review of the file, the Appeal Decision-maker will issue a written determination describing the result of the appeal and the rationale for the result. The Appeal Decision-maker may: 1) deny the Appeal, or, 2) grant the appeal and determine the appropriate remedy, which may include revising the original determination and sanctions, if any, or 3) remanding the matter back to the Title IX Coordinator or original Decision-maker with directions for resolving the Appeal.

The Parties will be notified in writing of the Appeal Decision-maker's decision simultaneously.

The decision of the Appeal Decision-maker is final. However, when a student Respondent is assigned a sanction of suspension or expulsion, the sanction will be automatically forwarded to the Senior Vice President for Student Life for review and approval. The sanction will not be finalized or implemented until it has been approved by the Senior Vice President for Student Life. The Senior Vice President for Student Life's decision will be final

B. Employee Respondents

Where a Respondent is a University employee, the Investigation portion of the Resolution Process will occur as set forth herein.

1. Staff Respondents

Where a University staff employee is a Respondent, at the conclusion of the Investigation, the Title IX Coordinator will summarize the relevant evidence that was gathered in an Investigative Report containing findings and recommendations for sanctions and remedies. The Investigative Report will be provided to Human Resources. Human Resources may share the Investigative Report with other University officials, such as the Respondent's Supervisor, as deemed necessary. There will not be a hearing, and Human Resources, in consultation with the Respondent's Supervisor, will assign sanctions based on the recommendations of the Title IX Coordinator.

Disciplinary sanctions for employee violations of this Policy may range from a disciplinary warning to termination from the University. Disciplinary sanctions may include one or more of the following measures: termination from the University, unpaid suspension, change in working facility, mandated enrollment in an Employee Assistance Program, written reprimand in personnel file, demotion, and/or withholding of salary increase. The University reserves the right to impose other sanctions in addition to those listed above in response to the specific circumstances of a violation of this Policy.

2. Faculty Respondents

Where a University faculty member is a Respondent, at the conclusion of the Investigation, the Title IX Coordinator will summarize the relevant evidence

that was gathered in an Investigative Report containing Findings and recommendations for sanctions and remedies. The Investigative Report will be provided to the Provost, Dean of the relevant school, and Human Resources. No hearing will be held. Based on the findings and recommendations of the Title IX Coordinator, the Provost and/or Dean, in consultation with Human Resources, will determine appropriate sanctions. If the recommended sanction is revocation of tenure or termination from the University, the matter will be referred to the Provost or President, as only the Provost or President has authority to impose those sanctions.

Disciplinary sanctions for faculty violations of this Policy may range from a disciplinary warning to termination from the University. Disciplinary sanctions may include one or more of the following measures: termination from the University, revocation of tenure, unpaid suspension, change in working facility, mandated enrollment in an Employee Assistance Program, written reprimand in personnel file, demotion, and/or withholding of salary increase. The University reserves the right to impose other sanctions in addition to those listed above in response to the specific circumstances of a violation of this Policy.

C. Volunteer and Visitor Respondents

In certain circumstances where the individual who allegedly violated this Policy is not a student, faculty, or staff member, but is participating in the University's educational programs and activities in another capacity, such as a volunteer or visiting student, the Title IX Coordinator may, in their discretion, resolve violations informally or outside of the scope of Process B outlined in this Policy.