Proposed Process for Handling Title IX and Discrimination Cases in OIE

- Report comes into the OIE office.

- Preliminary investigation is conducted and case is accepted or declined.

- If accepted – case will be assigned to an investigator.

- Responding Party is informed of the process through a written communication from OIE. Responding Party will be served with allegations. (Each party receives the allegations.)

- Both parties identify witnesses, produce evidence and submit to interviews (when necessary).

- Report of Inquiry is drafted. Parties review the proposed report/findings of fact.

- Parties may submit an addendum to the findings of fact if they disagree. The addendum will be attached the report.

- Determination is issued by OIE.

- If either Party disagrees with determination, they have 5 days to appeal the decision. (If live hearing requirement becomes part of the department of education regulations, the appeal will be a live hearing on the merits.)

- If no live hearing requirements:
  - Student appeals will go to the ____________________.
  - Employee appeals will go the ____________________.

- Appeals must be made in writing to the appropriate administrator and state specific grounds for the appeal.
• If decision is upheld, the decision moves forward for sanctions.
• Student sanctions administered by Dean of Students of VP of student affairs at the Branch Campuses.

• Employee sanctions administered by Employee Labor Relations and Supervisor.

• Both parties have the right to appeal the discipline. (Reporting and Responding Parties)

• Student appeals of discipline goes to VP of Student Success or Branch Campus President. (same as now)

• Employee Appeals of discipline go to Provost. (same as now)

• Appeal of discipline if the final level of appeal.