Sexual Misconduct Formal Resolution Process

Notice of possible sexual misconduct

**Intake meeting and initial review of incident.** Assess threat to individuals and community. Safety and remedial measures put in place as necessary. Reporting Party requests formal resolution and/or initial review determines that formal resolution is appropriate.

**Formal investigation of allegations:** Notice of investigation issued to Responding and Reporting Parties. Reporting and Responding Parties and witnesses interviewed. Evidence and other information collected.

Reporting and Responding Parties allowed to view relevant investigative materials and to respond – in writing – to documents with corrections and comments.

Investigator finalizes investigative report, including a determination of finding. Report is distributed to Reporting and Responding Parties.

Finding of responsible for policy violation

- Opportunity to appeal finding
  - Appeal upheld
  - No appeal or appeal denied
  - Case referred back to investigator

Finding of insufficient evidence or not responsible for policy violation

- Opportunity to appeal finding
  - No appeal or appeal denied
  - Appeal upheld
  - Finding final and Notice of Outcome issued to both parties
  - Case referred back to investigator

Opportunity to appeal sanctions

- Appeal upheld
- No appeal or appeal denied
- Case referred back to SMB or investigator

Outcome finalized

Ongoing support and safety and remedies-based measures