

**Formal Complaint Filed**

-Summary of incident and request to investigate delivered to Title IX Team

**Supportive Measures Available:**

- No Contact Order
- Advocacy from SAVA
- Housing Assistance
- Academic Assistance
- Job Assistance

Title IX Team determines charges

Notice of Investigation sent to both people

**Decision:**  
Formal or Alternative Resolution?

**Alternative Resolution**

Option to discontinue participation

Conversation with Title IX Team to discuss format

**Step 4:**  
Both people agree to pursue alternative resolution

Parameters of resolution established

Resolution measures formally agreed upon by both people

**Step 5: Resolution Signed**

Resolution measures implemented as dictated by agreement

Complaint considered resolved.

Ongoing: Title IX Team monitors for compliance with agreement.

Option to reconsider Alternative/Formal

**Formal Resolution (Process A or B)**

Option to discontinue participation

**Investigation Process**  
-Interviews with complainant(s), respondent(s), relevant witnesses  
-Draft investigation report  
-Comments on report

Final investigation report delivered to both people and Hearing Officer

**Hearing**  
-May be conducted virtually  
-Hearing Officer & Advisors ask questions of complainant(s) and respondent(s)  
-Opportunity to challenge evidence & credibility

**Determination**  
-Hearing Officer determines whether Bates policy was violated

**Outcome: No Policy Violation**

**Outcome: Policy Violation**

Opportunity to provide impact statements

**Disciplinary Action**  
-Hearing Officer determines sanction

Notice of Outcome sent to both people

Option for appeal

Complaint considered resolved

Title IX Coordinator implements sanction(s)

