

Alternative Resolution Process

TITLE IX & CIVIL RIGHTS COMPLIANCE OFFICE

The Alternative (sometimes called Informal) Resolution process is a grievance process that follows a somewhat more flexible procedure for resolving a complaint. In this voluntary resolution process, the Complainant and Respondent may agree on a remedy that mutually satisfies their needs.

Alternative resolution measures are non-punitive, meaning they do not include disciplinary sanctions.

Alternative resolutions are considered binding, and once concluded, the complaint is considered closed.

What can alternative resolution measures include?

The advantage of an alternative resolution is that it allows the parties to be creative and find a solution that meets their needs. Resolution measures may include:

- A facilitated conversation between parties
- An opportunity to use restorative measures
- Educational requirements around consent, alcohol and its impact on consent, healthy relationship skills, social interaction norms, etc.
- Agreements about navigating shared courses, housing, or athletic participation for the duration of students' time at Bates

This list is not exhaustive, and other measures may also be considered. All measures must be approved by the Title IX Team, and are deemed appropriate on a case-by-case basis.

Informal Resolution Steps:

1 Contact the Title IX Team to set up a meeting.

2 Meet and file a formal complaint.

To file a formal complaint, you will need to share in writing the details of the incident(s) (who, what, when, where). You must also request that the college investigate, and sign the complaint.

2 Request to pursue an alternative resolution.

3 Title IX Team assesses appropriateness of alternative resolution.

4 Parties agree to participate in an alternative resolution.

5 Agreement reached and finalized.

The Title IX Team will work with both parties to determine appropriate and agreeable resolution measures. Both parties will sign the agreement, and implement agreed upon measures.

If agreement cannot be reached or if either party desires, return to Formal Resolution process.

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Contact the Title IX Team to schedule a meeting.

File a formal complaint.

Request to pursue an Alternative Resolution.

Assessment by Title IX Team.

Both parties agree to pursue Alternative Resolution.

Agreement reached.

Resolution measures finalized and signed by both parties; complaint is considered resolved.

If agreement not reached, return to Formal Resolution.

Parties may elect to return to Formal Resolution at any time if desired.