

Formal Resolution Process

TITLE IX & CIVIL RIGHTS COMPLIANCE OFFICE

The formal resolution process is dictated by federal regulations. This process begins when an individual who has experienced harm (the Complainant) files a complaint alleging sex-based harassment, sexual assault, stalking, or domestic or dating violence. This process may result in sanctions or other measures of accountability towards the individual who caused harm (the Respondent).

This process includes a fact-gathering investigation into the complaint, a determination phase, and opportunities for appeal. All involved parties are notified of each step throughout this process.

- All information relevant to a Title IX complaint is kept private and only shared when necessary to resolve the report.
- Both the Complainant(s) and Respondent(s) will receive timely notice of meetings and equal access to information throughout the process.
- Both parties are entitled to supportive measures, both during and after the conclusion of a formal resolution process.
- Both parties are entitled to an Advisor throughout the process. The Advisor can be anyone of the parties' choosing.
- Retaliation between parties is strictly prohibited, and may result in disciplinary sanctions separate from the formal resolution process.
- Complainants may file a criminal complaint with local law enforcement, regardless of whether they wish to pursue a formal complaint at Bates.

Formal Resolution Steps:

1

Contact the Title IX Team to set up a meeting.

2

Meet and file a complaint.

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

3

Investigation Phase:

- Gathering evidence
- Opportunity to review evidence
- Final evidence report

4

Determination Phase:

- Examine evidence
- Question parties & witness(es)
- Determine whether Bates policy was violated

5

Decision and notification.

Determination outcome is shared, and sanctions are determined if applicable.

6

Parties have a right to appeal the determination.

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Contact the Title IX Team to schedule a meeting.

File a complaint.

Investigation Phase: interviews with parties and witness(es); draft report created & shared.

10-day comment period.

Report finalized & shared with parties & Decision-maker.

Determination made.

Determination shared with parties; sanctions delivered if appropriate.

Both parties have a right to appeal after determination.