

Informal Resolution Process

TITLE IX & CIVIL RIGHTS COMPLIANCE OFFICE

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

Informal resolution measures are non-punitive, meaning they do not determine a policy violation or include disciplinary sanctions.

Informal resolutions are considered binding, and once the informal resolution process is concluded, the complaint is considered closed.

What can informal resolution measures include?

The advantage of an informal 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 request an informal resolution.
- 3 Title IX Team assesses appropriateness of informal resolution.
- 4 Parties agree to participate in an informal resolution.
- 5 Resolution measures are determined in collaboration.
- 6 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. Supportive measures remain available for both parties throughout and after the Informal Resolution process.

If agreement cannot be reached or if either party desires, the complaint can be resolved using the Formal Resolution process at any time.

Informal Resolution Process

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Contact the Title IX Team to schedule a meeting.

Request to pursue an Informal Resolution.

Assessment & approval by Title IX Team.

Both parties agree to pursue Informal Resolution.

Measures negotiated and agreement reached.

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

If agreement not reached, return to Formal Resolution.

Prior to finalizing agreement, parties may elect to switch to Formal Resolution at any time if desired.