

## Grievance Process for Sexual Misconduct

### REPORTING

- The individual alleging the misconduct (reporting party) has the right to have the allegation investigated by the institution
- Reporting Party may report the matter directly to the Title IX Coordinator, or any faculty or professional staff members, who then will report the incident to the Title IX Coordinator
- Reporting Party has the right to contact law enforcement, as well the right to decline reporting to law enforcement

### INVESTIGATION

- Institutional obligation is to stop, remedy and prevent occurrences of sexual misconduct
- Trained investigators will look into all allegations of sexual misconduct
- The investigation will effort to be thorough, prompt and impartial
- Reporting Party and Responding Party (*individual who the allegation was made against*) will receive written notice of sexual misconduct proceedings
- Formal investigations may result in adjudication and sanctions by a hearing panel or administrator trained in Title IX policy

### SUPPORT

- Both parties have the right to have an advisor support them during an investigation (*Advisor can be friend, family member, attorney, or whoever the party chooses*)
- Both parties have the right to access campus support services, as well as confidential services provided through our external partners
- Both parties have the right to meet with and have any questions or concerns addressed by the Title IX Coordinator

### REMEDIES

Logan University may take whatever steps are deemed necessary to appropriately respond to allegations of sexual misconduct, protect student's rights, and keep members of the campus community safe. Measures may include, but are not limited to:

- Reporting incidents to law enforcement
- Issuing no contact orders
- Issuing interim suspensions
- Referrals to counseling and health services
- Issuing a Timely Warning
- Altering work arrangements for employees
- Providing campus escorts
- Referrals to the Employee Assistance Program

### DETERMINATION

Based on information from the hearing and investigative report, the Hearing Panel/Officer will make a determination of responsibility. Logan uses the preponderance of the evidence standard, or whether an event was more likely than not to have occurred. If the Responding Party is found responsible, sanctions will be issued.

Either party can appeal the determination of responsibility if the investigation deviated from stated policy, or if there is new and relevant information that was not previously available during the investigation. The decision and sanctions levied by the Appeal Officer is final.