

MILLIGAN SEXUAL MISCONDUCT POLICY: REPORTING PROCESS

What Happens When A Report Is Made? Step By Step This Is What You Can Expect.

- **A report is received from an RA, professor, coach, or other staff member.** If you disclose to anyone on campus other than confidential resources like the counseling center or campus minister, that person will contact the Title IX Coordinator.
- **The Title IX Coordinator contacts the victim.** Contact is usually made by email requesting a meeting. Responding to this initial contact is not required and meeting with the Coordinator does not mean further action has to be taken.
- **The Title IX Coordinator will explain rights, reporting options and resources,** including information about supportive measures, counseling services, local advocacy organizations and how and to whom to make a report, if a report is wanted.
- **In almost all cases, you decide if and how to proceed.** Possible next steps include a formal campus investigation, reporting to the police, and in some cases informal resolution between the parties involved.

Supportive Measures

- Actions that can be taken by the university to allow complainants (reported victims) to have **equal access to the university's educational programs and activities**
- May include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures when such measures are reasonably available.
- Are available to complainants **regardless of whether a formal complaint is filed** and maintained as confidential as much as possible

Grievance Process for Formal Complaints

- After the **initial assessment** meeting, a formal complaint will be made by either the victim or the Title IX Coordinator in cases in which an ongoing threat to campus is identified.
- Formal complaints meeting the parameters of the Title IX Sexual Harassment Policy will be addressed through the **Title IX Grievance Process** below. All other complaints will be addressed through the appropriate student or employee conduct processes.
- A **notice of allegations** is made to the respondent (reported perpetrator)
- An **investigation** is conducted, including evidence gathering, evidence review by parties, investigation report and second review by parties
- A **hearing** will be conducted by a decision maker(s), including cross examination of the complainant, respondent, and witnesses conducted by each parties' advisors
- A **determination of responsibility** will be made by the decision maker, including a finding of responsible or not responsible of a policy violation and sanctions imposed on the respondent and remedies available to the complainant when a determination of a policy violation is made
- An **appeal** of the determination of responsibility may be made by either party if the reason for appeal meets policy parameters for appeal
- In addition to the formal grievance process, the option to pursue an **informal resolution** is possible if both parties and the Title IX Coordinator agree to pursue

For more information, see www.milligan.edu/life/health-safety/ or contact Title IX Coordinator Brent Nipper, (423) 461-8740, wbnipper@milligan.edu