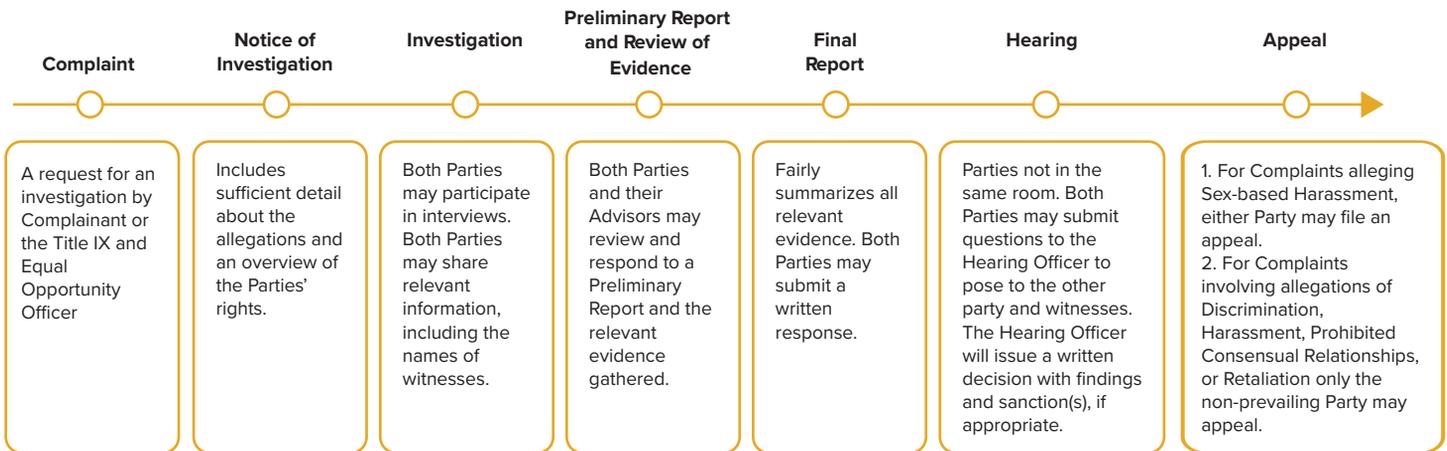


THE FORMAL RESOLUTION PROCESS

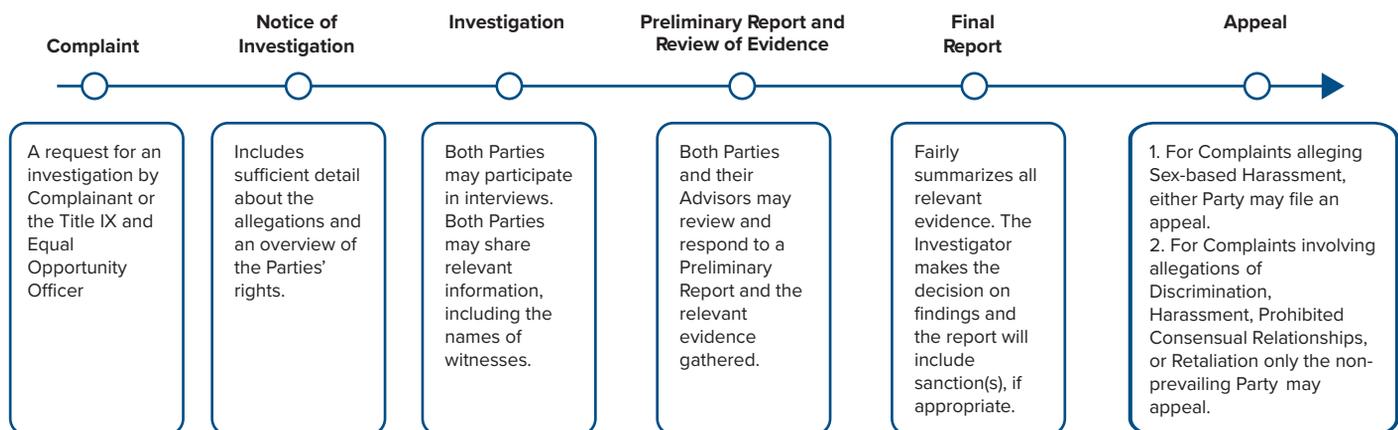
Student Procedures:

Applies to Complaints against a Student, or Complaints by Students against Employees involving an allegation of **Sex-based Harassment***.



Employee Procedures:

Applies to Complaints against Employees unless the Complaint is by a Student and alleges **Sex-based Harassment***.



Communication and Support:

- The Office for Title IX and Equal Opportunity offers resources and supportive measures to both Parties throughout the Formal Resolution Process.
- Disability-related accommodations available upon request.
- The Office for Title IX and Equal Opportunity provides periodic updates to both Parties.

***Sex-based Harassment** : is a form of sex discrimination and means Sexual Harassment and other Harassment on the basis of Sex or Gender, including Gender Expression, Gender Identity, Pregnancy or related conditions, Sex Stereotypes, Sex Characteristics, or Sexual Orientation, including:

- a. Hostile environment or Quid Pro Quo Harassment (e.g., when an Employee conditions a benefit on a Complainant's participation in unwelcome sexual conduct);
- b. Specific offenses (e.g., Dating Violence, Domestic Violence, Sexual Exploitation, and Stalking); and/or
- c. Sexual Misconduct.