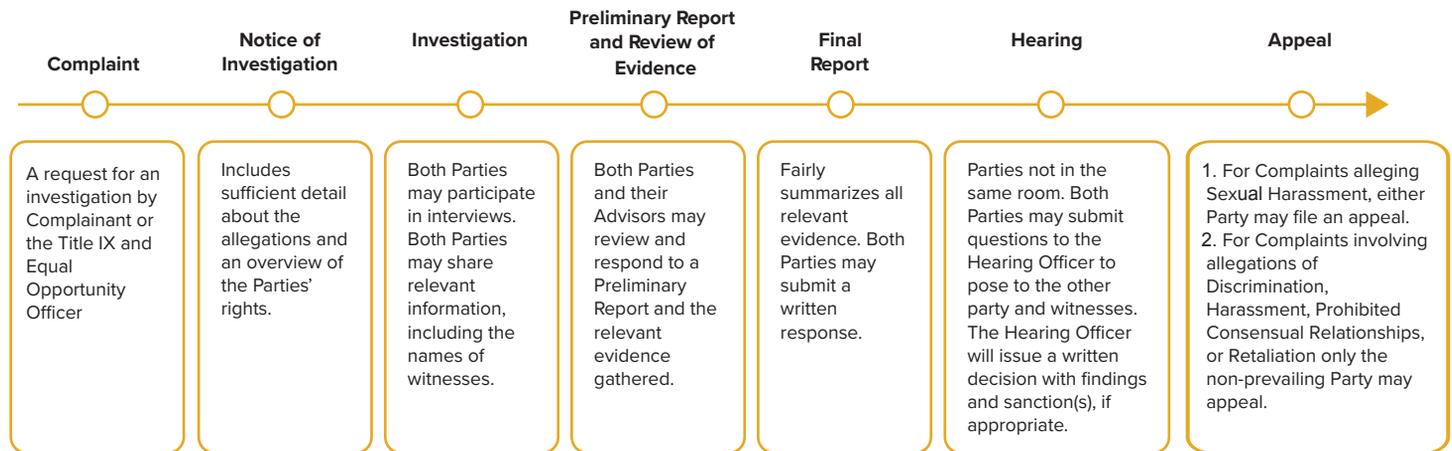


## THE FORMAL RESOLUTION PROCESS

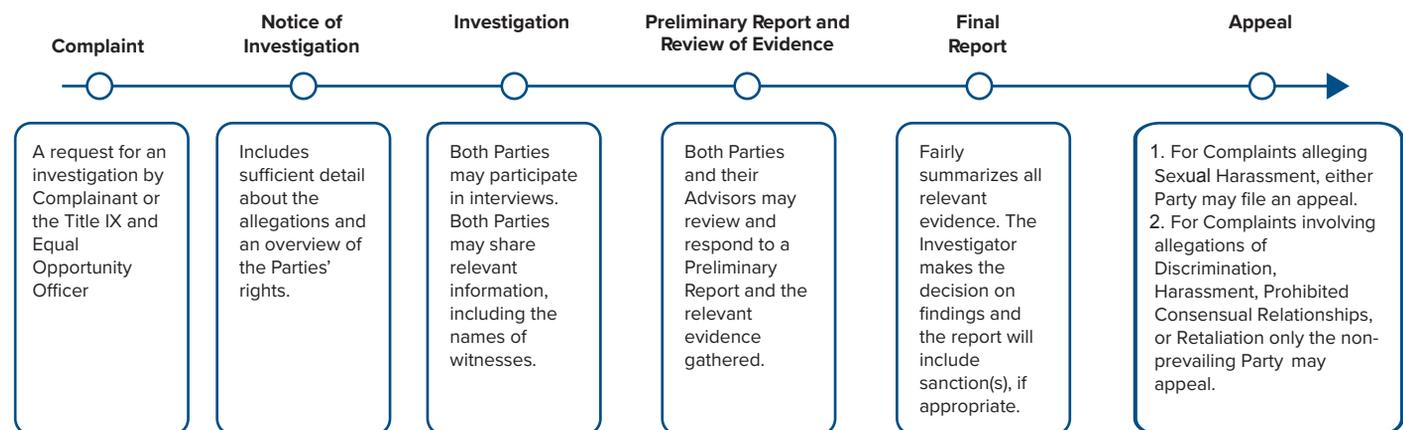
### Student Procedures:

Applies to Complaints against a Student, or Complaints by Students against Employees involving an allegation of **Sexual Harassment\***.



### Employee Procedures:

Applies to Complaints against Employees unless the Complaint is by a Student and alleges **Sexual 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.

\*This includes: 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:

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