

Getting to Know EO/Title IX

2024



THE TEAM



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What happens when you or someone else contacts our office?

**Supportive measures are available regardless of desire to file a formal complaint/ initiate investigation.*

**Report
Received**

**Office sends outreach
email to Impacted
Party, offering meeting.**

Initial Meeting/Intake

1. Safety Assessment
2. Supportive Measures*
3. Discuss Pathways Forward

Reporting FAQ



Does a report mean parents are automatically notified?

No.

Does a report mean an investigation automatically starts?

No.

Does a report mean the respondent will be automatically notified?

No.

Is both on-campus and off-campus conduct reportable under the policy?

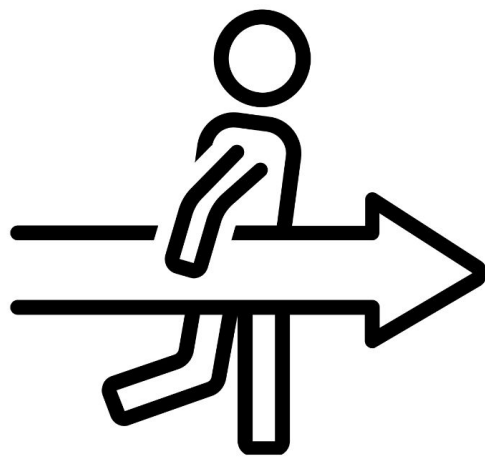
Yes.

Examples of Supportive Measures

- Confidential Support and Resources
 - a. Wellness Center (Survivor Advocates)
 - b. Counseling services
- Safety Planning
- Mutual No-Contact Directive
- Faculty/Supervisor Notifications
- Modification of work, class, exam schedules
- Housing modifications
- Campus Safety (CSS) escorts and other safety resources
- And more...

A Pathway Forward

Formal Complaint + Investigation



**In rare circumstances, the Director may file a formal complaint to initiate an investigation.*

Complainant has the choice to file Formal Complaint.*
(This initiates investigation.)

Complainant may meet with Brandi or Jess to complete the Formal Complaint.

Brandi notifies Respondent of allegations.

Alayna/Adele begin investigation.

Investigations

Impartial, Prompt, Thorough



Remember: formal complaints can be withdrawn at any time

- Respondent must be affiliated with SCU
- Interviews of parties and all available witnesses
- Trauma-informed interviewing techniques
- Evidence Collection
- Investigative Report
- 30-60 days to complete investigation, but some may take longer

Know Your Rights

Formal Resolution Process



Both Parties have the right to:



Supportive Measures

Privacy and respect

No Contact Directive

Advisors & Support Person

Equitable Investigation

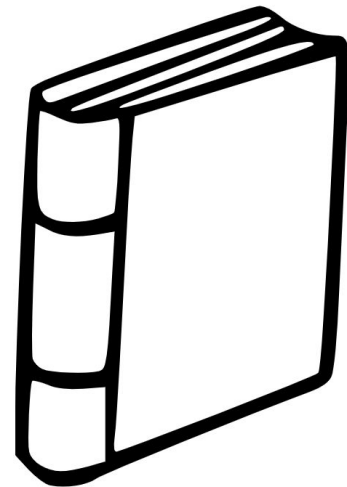
Receive and Respond to the Investigative Report and Evidence

Identify witnesses

Propose Questions to other party

Getting to a Resolution

Informal and Formal



Informal Resolution

- Both parties must agree to informal resolution
- No mediation for sexual violence cases
- No informal in Employee on Student sexual harassment cases

Mediation/
Negotiation

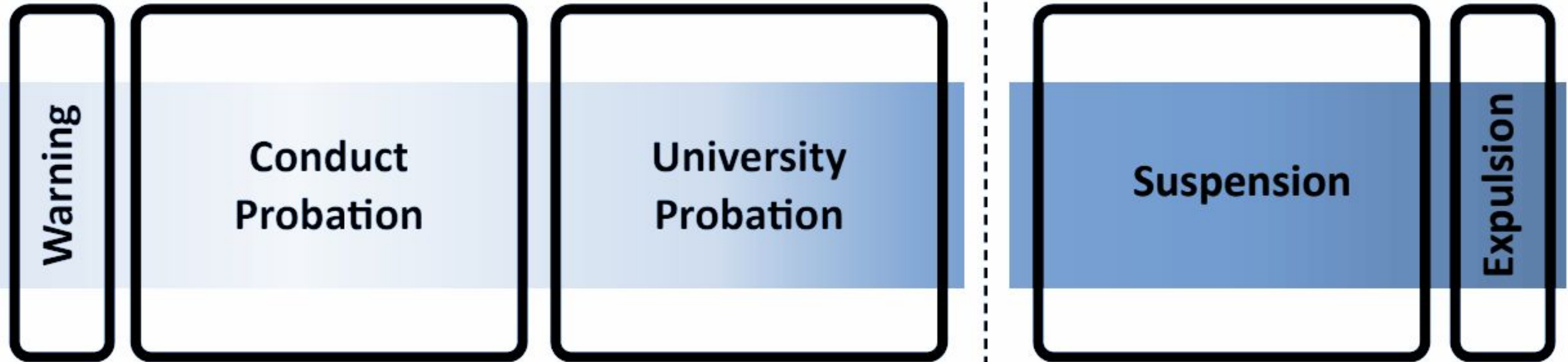
Supportive
Measures
only

Formal Resolution

- EHP makes determination
- Standard: Preponderance of the evidence (more likely than not)
- EHP decides credibility and sanctions
- At a hearing, Advisors may question other party
- Right to Appeal

Equity
Hearing Panel
– live hearing
for most
cases*

COMMONLY IMPOSED SANCTIONS



Separation from college/university

Questions?

EO/Title IX Office:

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(corner of El Camino Real and The Alameda)

