After the hearing...

- Parties are notified of the outcome within 5 business days after it has been decided.
- Both complainant and respondent are notified.
- Information shared includes alleged violation(s), responsible/not responsible finding, sanctions imposed, and the appeals process.
Who can appeal?

- Complainant
- Respondent
Appeal requirements:

- Within 3 days after delivery of the written findings
- Must be provided *in writing* to the Title IX Coordinator or appropriate Deputy
- Limited grounds for appeal
Appeals must be based on

1. New evidence exists which was unavailable at the time of the decision;
2. A significant procedural error or omission occurred that may have significantly impacted the outcome;
3. Sanctions fall outside of the range of the University-designated sanctions;
4. Conflict of interest or bias on the part of the Title IX Coordinator, Investigators, or Hearing Officer(s)
Examples of a significant procedural error or omission:

- Material deviation from established procedures
- Preponderance of evidence does or does not support the findings
- Substantiated bias
Once the appeal is received:

- All parties are notified of the appeal and the request and any evidence is shared – other party/parties have 3 days to submit a written response to the appeal.
- Appeals Officer is identified when the formal process is implemented; this allows for them to be insulated from any details of the investigation/hearing.
- All responses and requests are shared with each party.
- Appeals Officer reviews the evidence and hearing recording.
- Appeals Officer will meet with both the complainant and respondent if necessary (“equitably”).
What the Appeals Officer can do:

- Affirm the original decision and sanctions
- Modify the original decision and sanctions
- Send the matter back to the investigators (when the appeal is granted based on new evidence)
- Notify the Title IX Coordinator of their decision
- The Title IX Coordinator then must provide all parties with written notice of the final outcome of the appeal within 5 days of the outcome
The Appeals Officer’s decision...

...Is the final determination of University violations

There is no additional appeal.
Need more information?

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