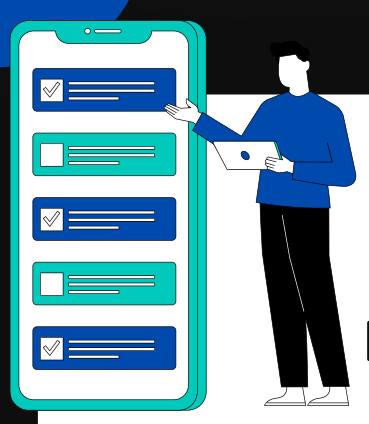


5

Glenville State University Title IX Process



Intake

Title IX Coordinator receives Report or Notification and Responds by Reaching out

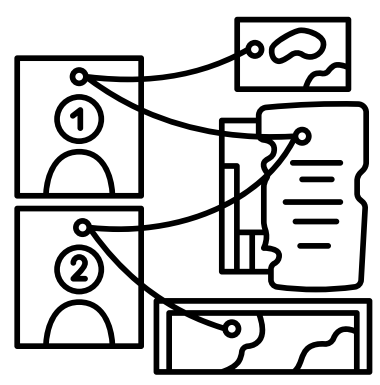


Assessment

Title IX Conducts Initial Assessment of the nature and circumstances of the report or allegation made



Steps 3-5 DO NOT apply to all reported incidents



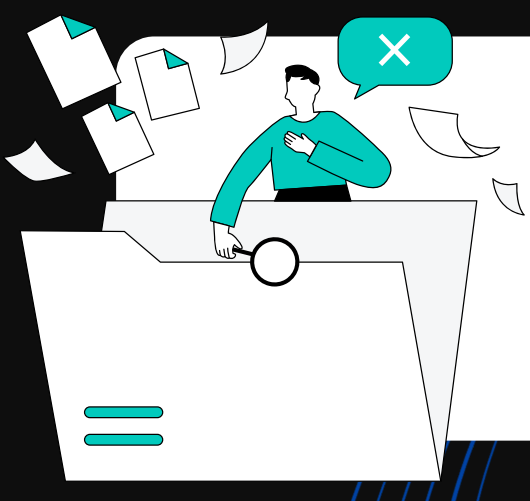
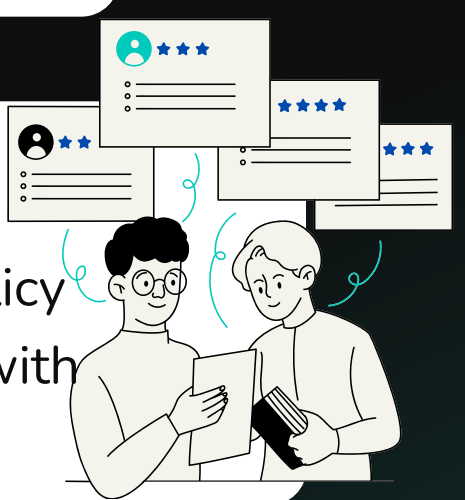
Formal Investigation

Title IX Team launches a Formal Investigation at the discretion of the Title IX Team



Hearing

This is a process to determine if a school policy has been violated (either party can contest with evidence)



Appeal

Opportunity to appeal sanction



<https://www.glenville.edu/emergency/title-ix>

INTAKE

TITLE IX RECIEVES REPORT/NOTIFICATION

- Title IX Coordinator reaches out to affected party/person.
- Title IX Coordinator meets with affected party to address report.
- Title IX Coordinator gives supportive measures as well as H.O.P.E. Advocate info.
- Affected party goes over what “next steps” they want to take



REACH OUT!



304-462-6192



304-904-6975



naomi.sanders@glenville.edu



103 Heflin Admin. Building



<https://www.glenville.edu/emergency/title-ix>



TITLE IX JOB

- Title IX receives report or notification.
- Title IX reviews report/reaches out and gives options.

OPTIONS CAN BE ALL 1,2,3 OR NONE

OPTION 1

INTERIM REMEDIES & SUPPORTIVE MEASURES

Includes (can have all or none):

- Academic Accommodations (extend deadlines, excuse attendance, etc.)
- Change of school and or work schedule
- Dorm Room change
- No-Contact Order
- Public Safety Escort
- Victim Advocate Outreach
- Assistance reporting to Law Enforcement

OPTION 2

INFORMAL RESOLUTION

Both Parties Volunteer

Includes:

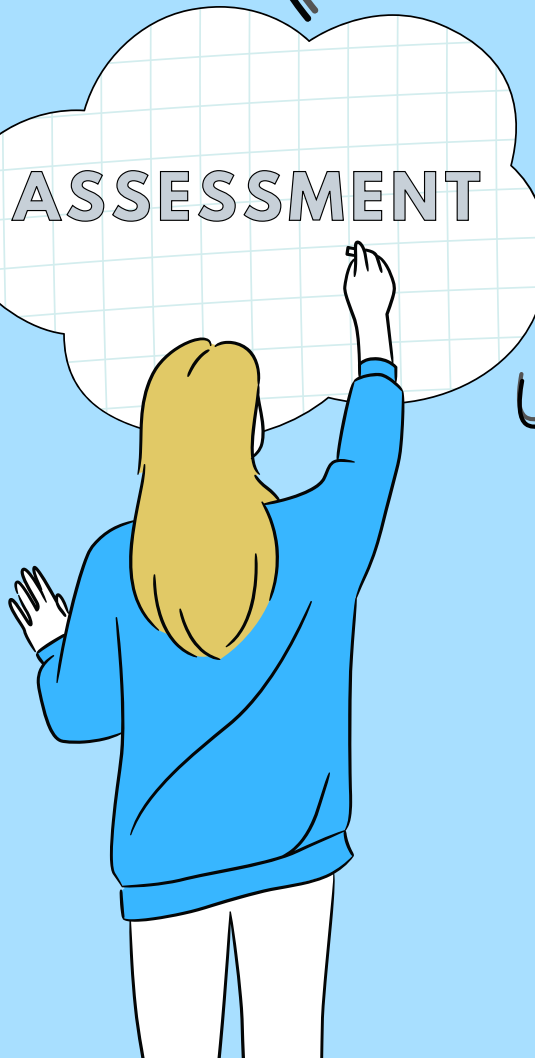
- Educating and Addressing Concerns with Respondent (person who affected the other)
- Counseling
- Training
- Mediation
- Mutual Agreement

- Both Parties agree to Terms

OPTION 3

FORMAL COMPLAINT/INVESTIGATION

Formal Investigation will be requested as the outcome and Title IX Team and Investigator will begin.





FORMAL INVESTIGATION

Interview



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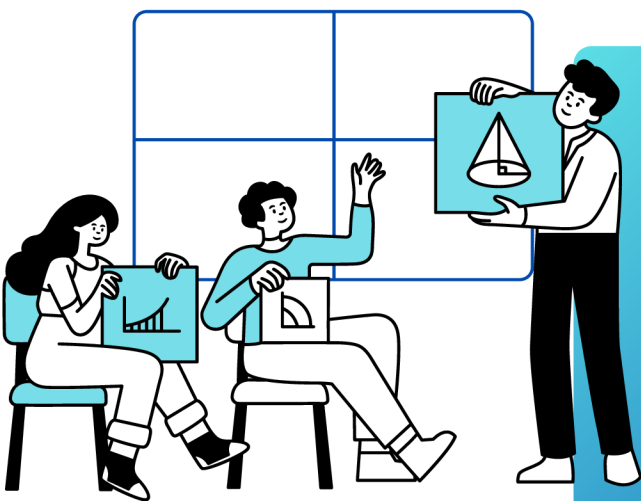
Collect

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Statement

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Summary

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Notice

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TITLE IX

PANEL HEARING

1

Hearing=

Questioning

•

Credibility Assessment

•

Determination & Rationale

•

Sanctions

•

Remedies

2

Decision-Making

- Decision-makers determine what occurred based on the standard of evidence

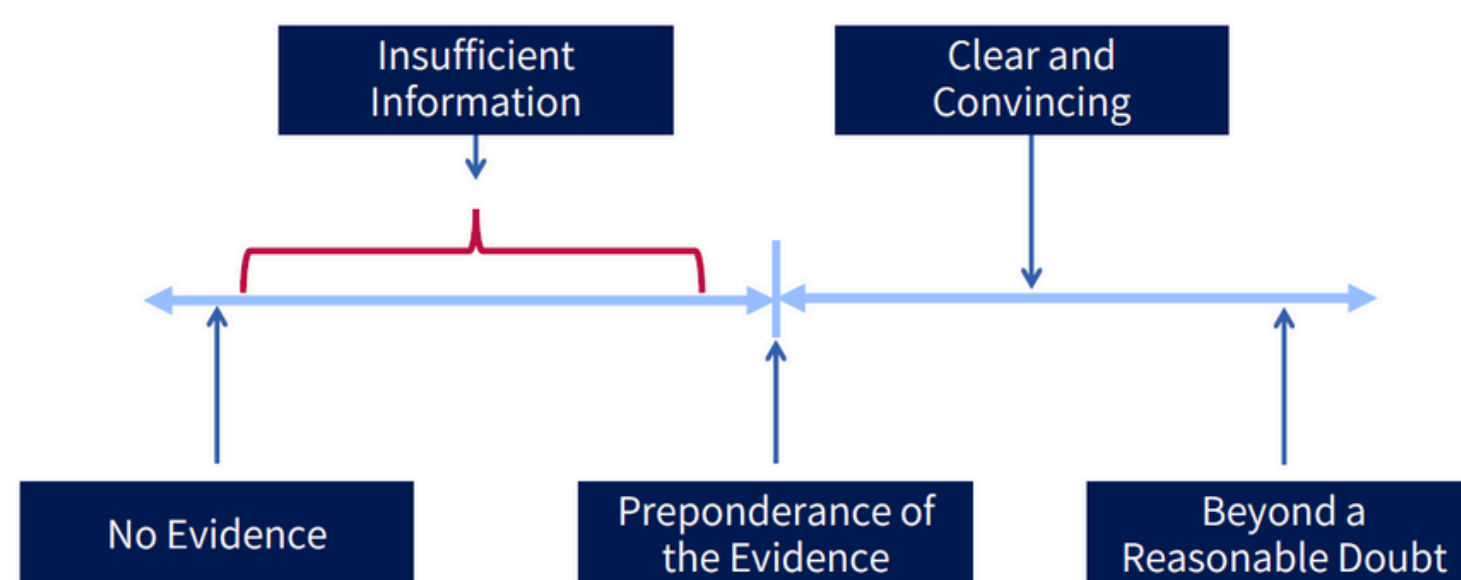
3

Making a Final Determination

- Decision-makers determine whether what occurred is a policy violation applying the standard of evidence
- Consider each allegation individually for each Respondent

4

Standard of Evidence



Preponderance of the Evidence is the current industry standard

- Apply either the preponderance of the evidence standard or the clear and convincing evidence standard.
- Standard of evidence must be consistent for all formal complaints of sexual harassment.

TITLEX

APPEAL GROUNDS

Procedure
irregularity

Conflict based
on bias or
conflict of
interest from
authoritative
governing

New Evidence
that could
affect
outcome

Institution could possibly have more appeal grounds*

APPEAL DECISION-MAKER

Appeal Determinations are:

Upholding

Keeping the original
determination

Remanding

Complaint is up for
reconsideration and
more investigations

Overturning

To change a
determination on the
decision

Modifying

To adjust the original
determination/sanction.

