# INDIANHILLS TITLE IX FLOWCHART

This flowchart is meant to assist individuals in understanding the Title IX reporting process that is detailed within the IHCC Sexual and Gender-Based Misconduct Policy. If you have questions or would like more information about each step listed in this flowchart, please see the Sexual and Gender-Based Misconduct Policy or contact a Title IX Coordinator.

START

Title IX Coordinator receives report from survivor, witness, or responsible employee.

If you choose not to proceed, you can change your mind at any time, and we can still offer support!

Initial meeting between survivor and Title IX Coordinator to discuss resources and options, including interim accommodations, safety planning, and the reporting/ investigation process.

Survivor files report with the police.

If it is determined that there is an ongoing threat to campus, a "timely warning" may be issued. The survivor will not be identified.

Survivor chooses not to proceed with "Formal Resolution" through IHCC. *

It's your choice! Make a formal complaint to IHCC, the police, both, or neither. Your complaint with IHCC will move forward whether or not you report to the police.

* In some instances the College may have to proceed, but we will inform you if that is the case.

Survivor proceeds with "Formal Resolution" through IHCC.

The College will not pursue disciplinary action against individuals participating in an investigation for improper use of alcohol or drugs.

The Respondent (accused student or employee) receives notification of complaint.

The Respondent chooses to accept responsibility,

Retaliation against anyone exercising their rights under this policy is not tolerated.

Title IX Coordinator proceeds with an impartial investigation that can include witness statements and other evidence.

The Title IX Coordinator reaches an outcome utilizing the "preponderance of evidence" standard. (Is it more likely than not that the policy was violated?)

Both parties (Complainant & Respondent) receive the written outcome.

The Respondent is found "Responsible."

The Respondent is found "Not Responsible."

Sanctions are imposed. Possible sanctions are listed in Section IV of the "Student Conduct Code."

Either party may appeal the sanction or the outcome within 5 days of receipt of the written outcome (allowable grounds for appeal located in Section X(k) of the Sexual and Gender-Based Misconduct Policy)"

Appeals are heard by the Student Conduct Hearing Board. The Decision of the Hearing Board is final.

INDIANHILLS COMMUNITY COLLEGE