



# ALTERNATIVE RESOLUTION

## OVERVIEW

An Alternative Resolution is an alternative to the formal resolution process used to address reports of alleged violation(s) of the Discriminatory and Sexual Misconduct Policy. Either party can suggest an alternative resolution, which the other party can accept or decline.

## OBJECTIVE

The objective is to encourage the parties to resolve the issue in an educative and restorative manner. This promotes accountability and healing by empowering parties to resolve issues in a restorative way, without making determinations about policy violations.

## COMPLAINANT INVOLVEMENT

A complainant may request an alternative resolution at the time of reporting, with or without filing a formal complaint. Participation is voluntary and may be stopped at any time.

## RESPONDENT INVOLVEMENT

A respondent may request an alternative resolution at any time during a formal process. An alternative resolution provides a voluntary process to acknowledge harm and agree to actions which repair harm experienced by the complainant and/or the university community.

## OUTCOME / SANCTIONS

Alternative resolutions are typically educational and may include workshops, writing an apology letter, engaging with an impact statement, participating in mediation, or discussing the incident within a facilitated dialogue. Once the terms are agreed upon and completed as outlined in the agreement, the process concludes and the matter is closed.

## TYPICAL LENGTH

The formal process often takes twelve or more weeks from the time that a formal complaint is received by the Institutional Equity Office to the parties receiving a determination from the hearing officer.