



FORMAL RESOLUTION

OVERVIEW

The Discriminatory and Sexual Misconduct Policy provides a formal process to address conduct which has harmed an individual who was participating in a CMU program or activity at the time of the conduct. This process creates a mechanism for accountability and imposing sanctions to prevent the harm from recurring.

OBJECTIVE

The formal process creates a path where both parties may fairly present their perspective, along with relevant materials, to address reported Prohibited Conduct. A decision maker evaluates the information gathered to make an impartial decision whether the respondent violated the University's policy. Only after a finding of responsibility may a sanction be imposed on a respondent.

COMPLAINANT INVOLVEMENT

The Complainant presents their information to an investigator through an interview and other relevant materials, suggests witnesses, if applicable, reviews the investigative report, and participates in the formal hearing.

RESPONDENT INVOLVEMENT

The Respondent responds to the allegations by presenting their information to an investigator through an interview and other relevant materials, suggests witnesses, reviews the investigative report, and participates in the formal hearing.

OUTCOME / SANCTIONS

The hearing officer determines if the respondent engaged in prohibited conduct. If the respondent is found responsible for violating university policy, appropriate sanctions will be imposed. If the respondent is determined to be not responsible, the matter concludes with no sanctions.

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.