

Members of the SLU community can expect that process to be concluded within ninety (90) days unless there are delays or other circumstances which prolong the matter. Such delays will be communicated to all parties in writing and documented within the investigative report. Examples of delays may be: the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by law enforcement, to accommodate the availability of witnesses or parties to the investigation, or to account for University breaks or vacations.

Investigators and hearing panel members are trained annually on the issues related to sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Investigators have specific training regarding how to conduct an investigation. Hearing officers have specific training regarding how to conduct a hearing process.

The Title IX Sexual Harassment Policy provides that:

1. The Complainant and the Respondent have the opportunity to attend a hearing before a trained hearing panel for matters that fall under the Title IX Sexual Harassment Policy and to attend a hearing meeting with the Hearing Officer for matters that fall under the Student Handbook;
2. The Complainant and the Respondent each have the opportunity to choose an advisor of their choice. If they do not have any advisor, a trained member of the SLU community will serve in the role of advisor for them. The advisor may be present at all meetings and hearings, however their role is there to consult and advise the party and may not speak on their behalf.
3. All matters at the University are determined under the preponderance of the evidence standard, whether it is more likely or not that violation of University policy occurred.
4. The Complainant and the Respondent will be notified simultaneously in writing of the outcome of any disciplinary proceeding and
5. The Complaint and the Respondent each have the right to appeal an outcome of the hearing process under both the Title IX Sexual Harassment Policy and the Student Handbook. Appeals are due to either the Title IX Coordinator for Title IX matters and the Director of the Office of Student Responsibility and Community Standards for matters that fall under the Student Handbook. All appeals to the University are due within three (3) business days of an appeal is not received the decision made during the hearing process is final. Appeals should consist of a written statement explaining the basis for appeal and include all relevant information as to that appeal. The appeal will be determined by an appeal panel consisting of three staff or faculty members of the SLU community who are trained annually. The

Inquiries Concerning the Application of these Policies

Inquiries may be referred to the Title IX Director or to the Office for Civil Rights, United States Department of Education:

Office of Civil Rights-Kansas City Office  
One Petticoat Lane  
1010 Walnut Street, Suite 320