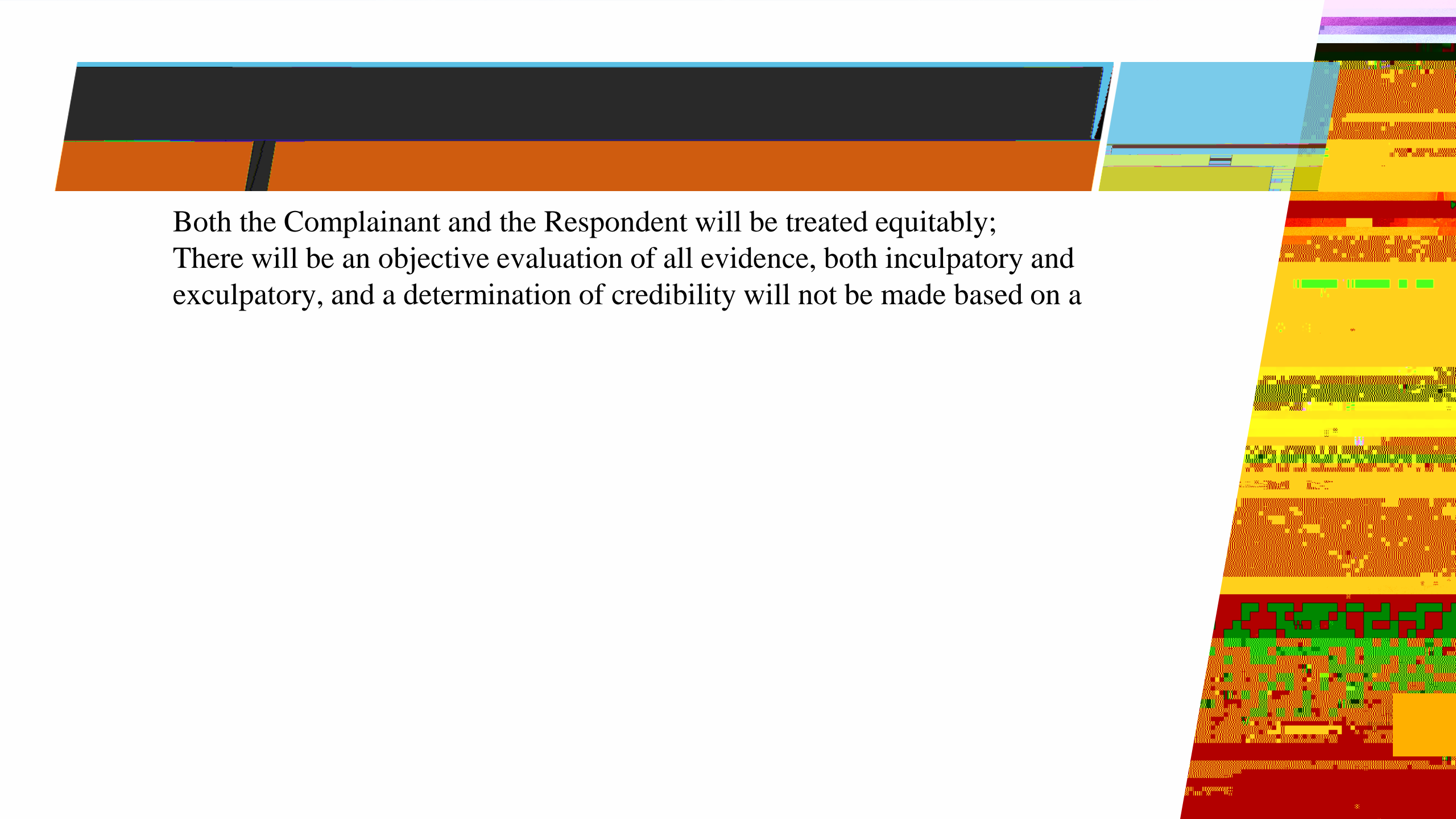


Title IX Sexual

The Grievance Process



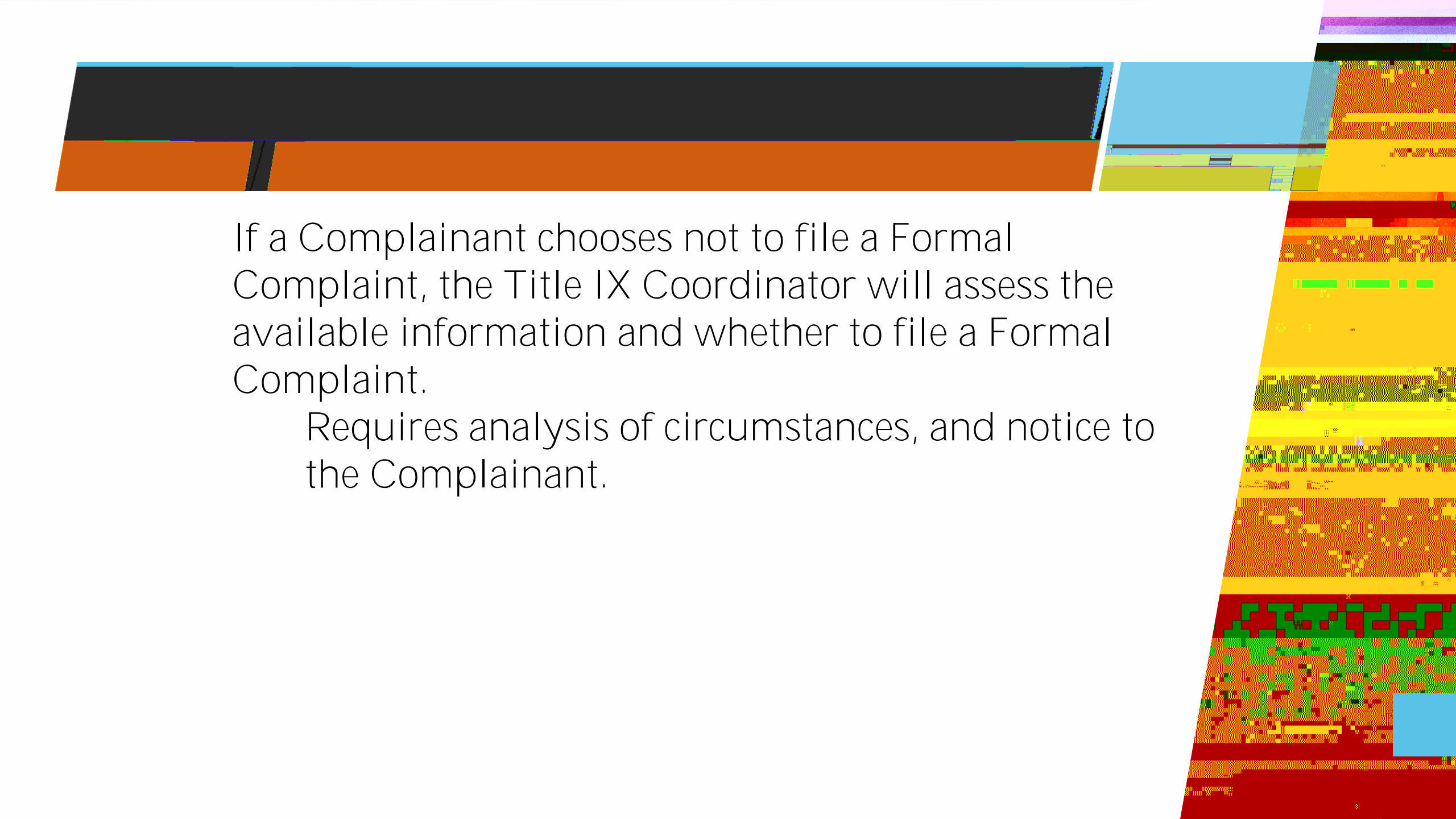
Both the Complainant and the Respondent will be treated equitably;
There will be an objective evaluation of all evidence, both inculpatory and exculpatory, and a determination of credibility will not be made based on a

Formal Complaint



First step – Filing a Formal Complaint

A Formal Complaint is a document filed and signed by a Complainant or signed by the Title IX Coordinator alleging Prohibited Conduct against the Respondent and requesting that the university investigate the allegation of Prohibited Conduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in an education program or activity at Saint Louis University. The Complainant cannot be anonymous and must sign their name on the Formal Complaint.



If a Complainant chooses not to file a Formal Complaint, the Title IX Coordinator will assess the available information and whether to file a Formal Complaint.

Requires analysis of circumstances, and notice to the Complainant.



Once a Formal Complaint is filed, the Title IX Coordinator will conduct an initial assessment to determine whether the allegations fall *within the scope of this policy*.

Title IX Coordinator will evaluate whether the *mandatory* or *discretionary* dismissal requirements apply.

Both Complainant and Respondent will receive notice if the Formal Complaint is dismissed.

Notice



If the Title IX Coordinator confirms that a Formal




Notice will also include:

- The right to an advisor;

- The use of the preponderance of the evidence standard;


- The right to inspect all information and evidence

Advisor



Throughout the process, a Complainant or Respondent may have an advisor provided by the university or an advisor of their choice present at any meeting or proceeding related to the investigation or Grievance Process.

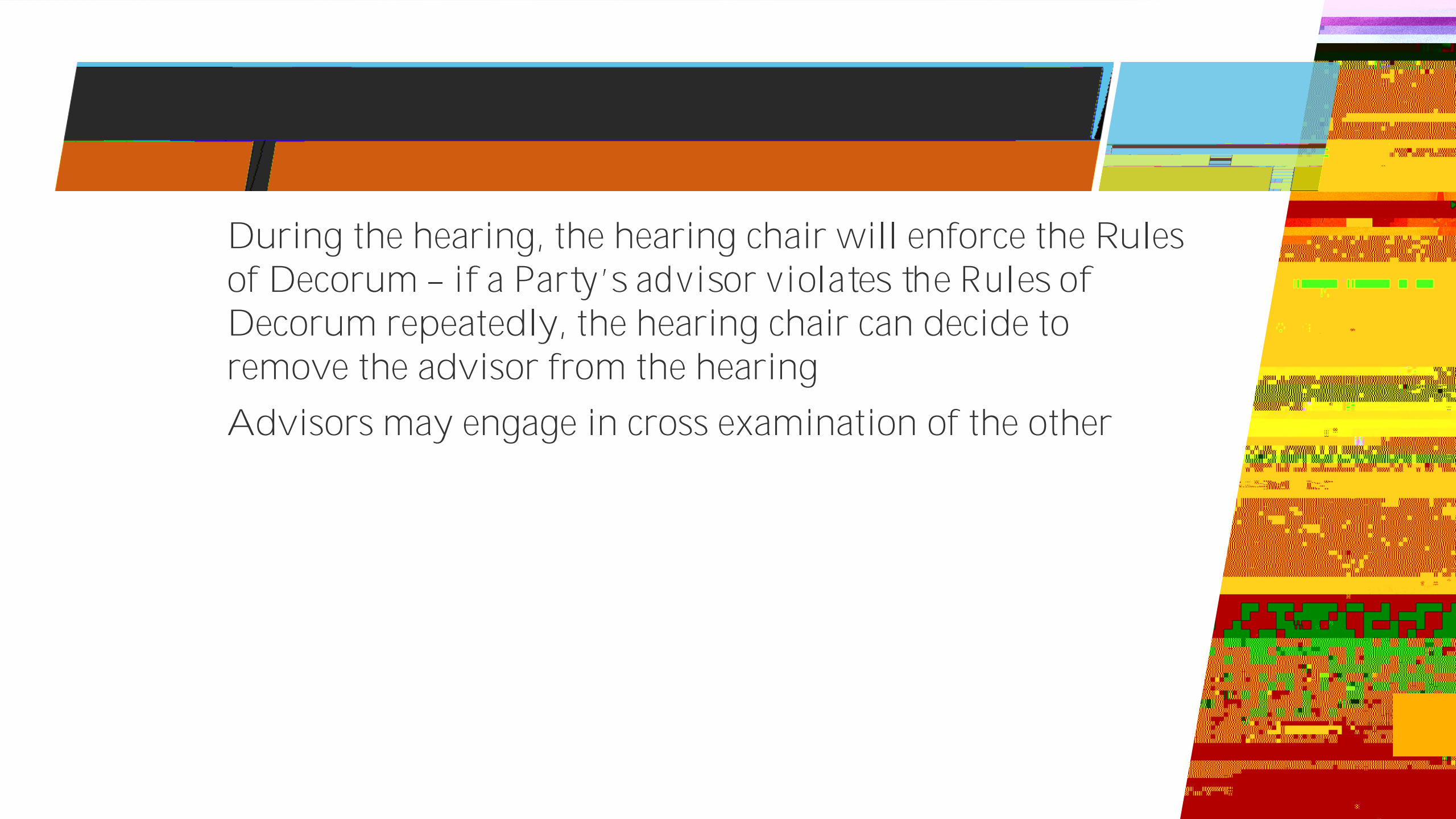
Party may decide not to use an advisor, except for the hearing



Advisors may participate in university processes in an advisory capacity, but they may not take part directly in the investigation, hearing, or appeal, *with the exception of conducting cross-examination during a hearing.*

If a Party wishes to speak privately with their advisor during the investigation or hearing, they may request a brief recess from the meeting or proceeding.

The university has the right to determine what constitutes appropriate behavior on the part of an advisor as discussed in the *Rules of Decorum.*



During the hearing, the hearing chair will enforce the Rules of Decorum – if a Party's advisor violates the Rules of Decorum repeatedly, the hearing chair can decide to remove the advisor from the hearing

Advisors may engage in cross examination of the other

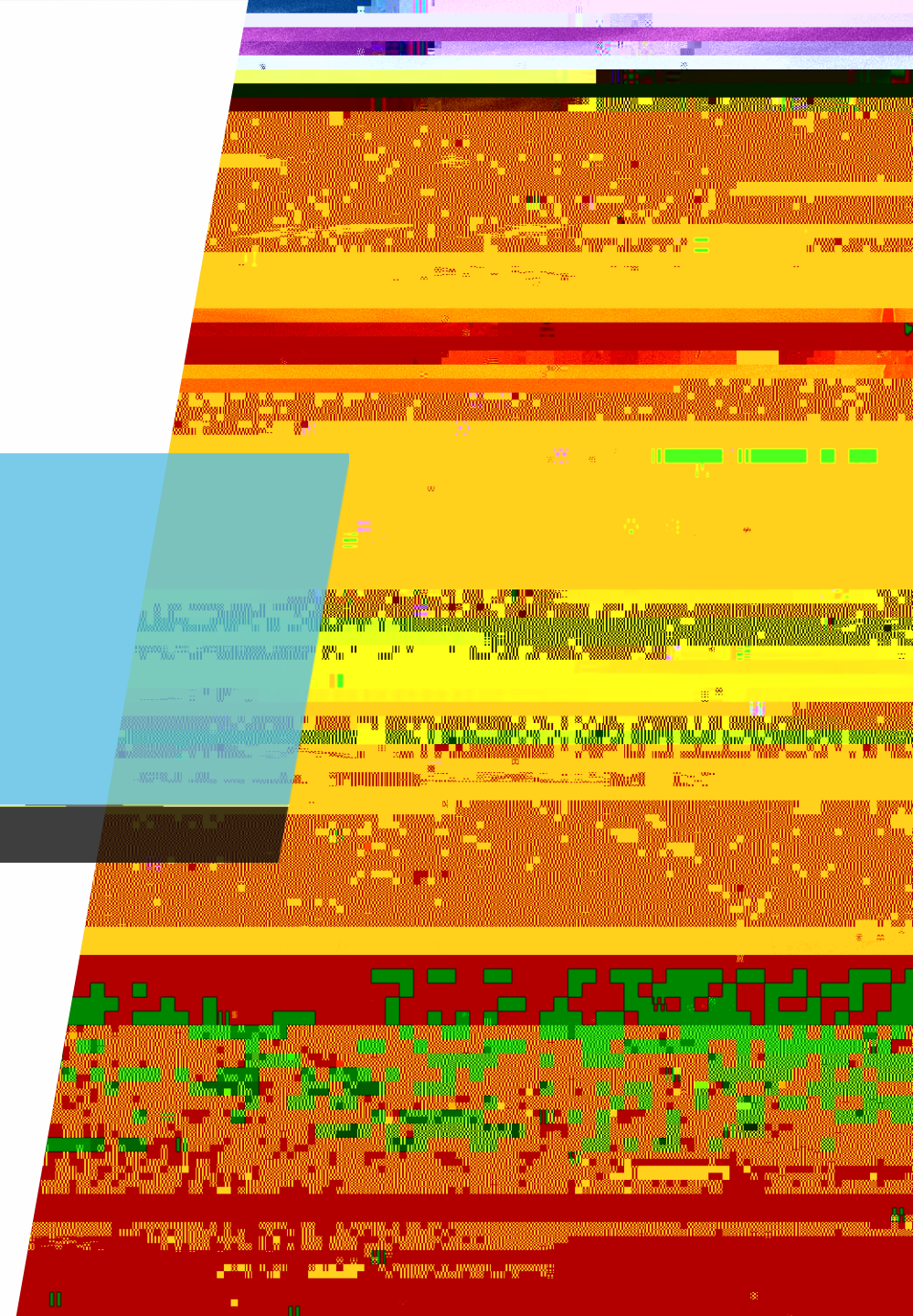


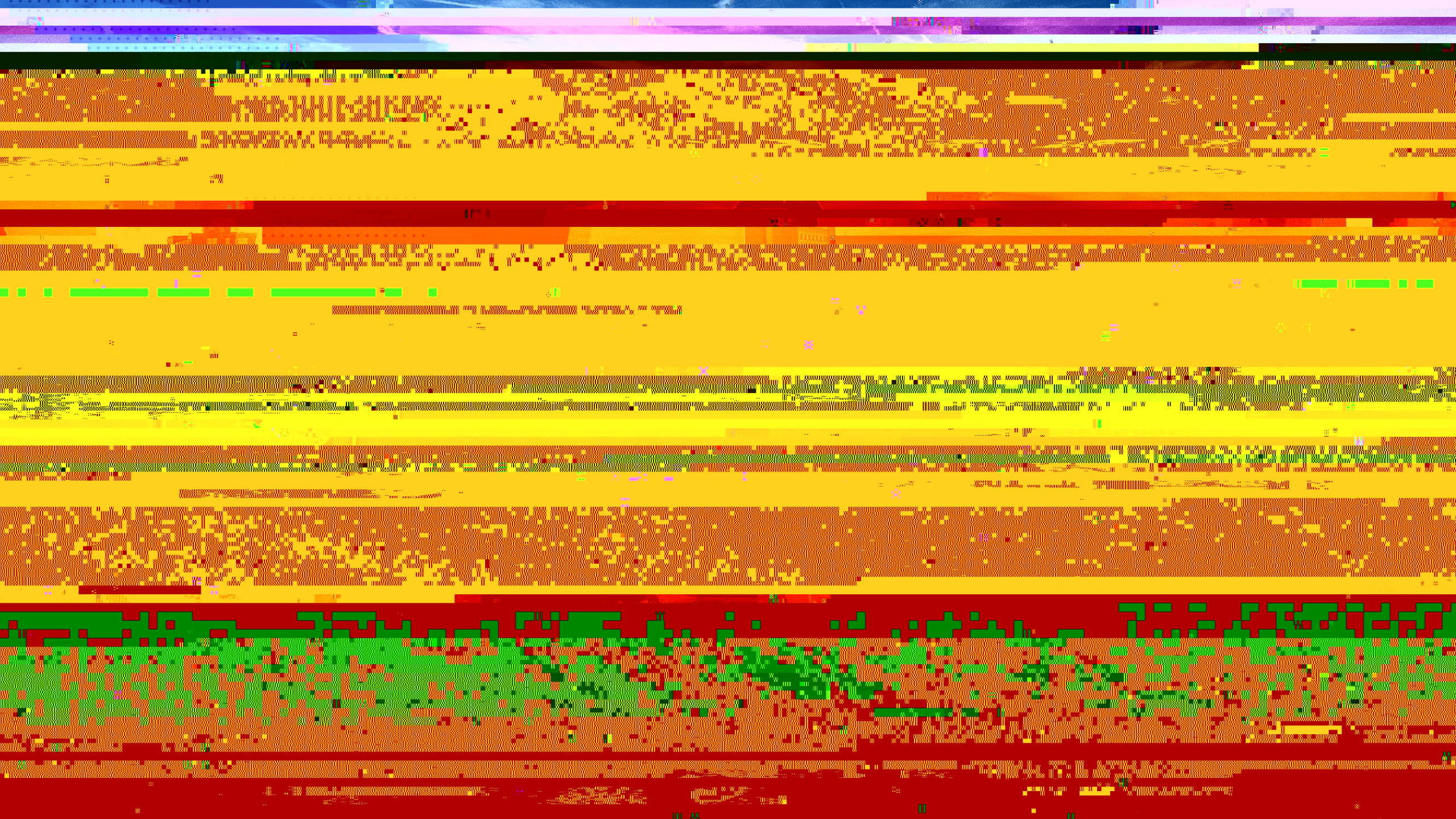
Grievance process should be completed within 90 calendar days

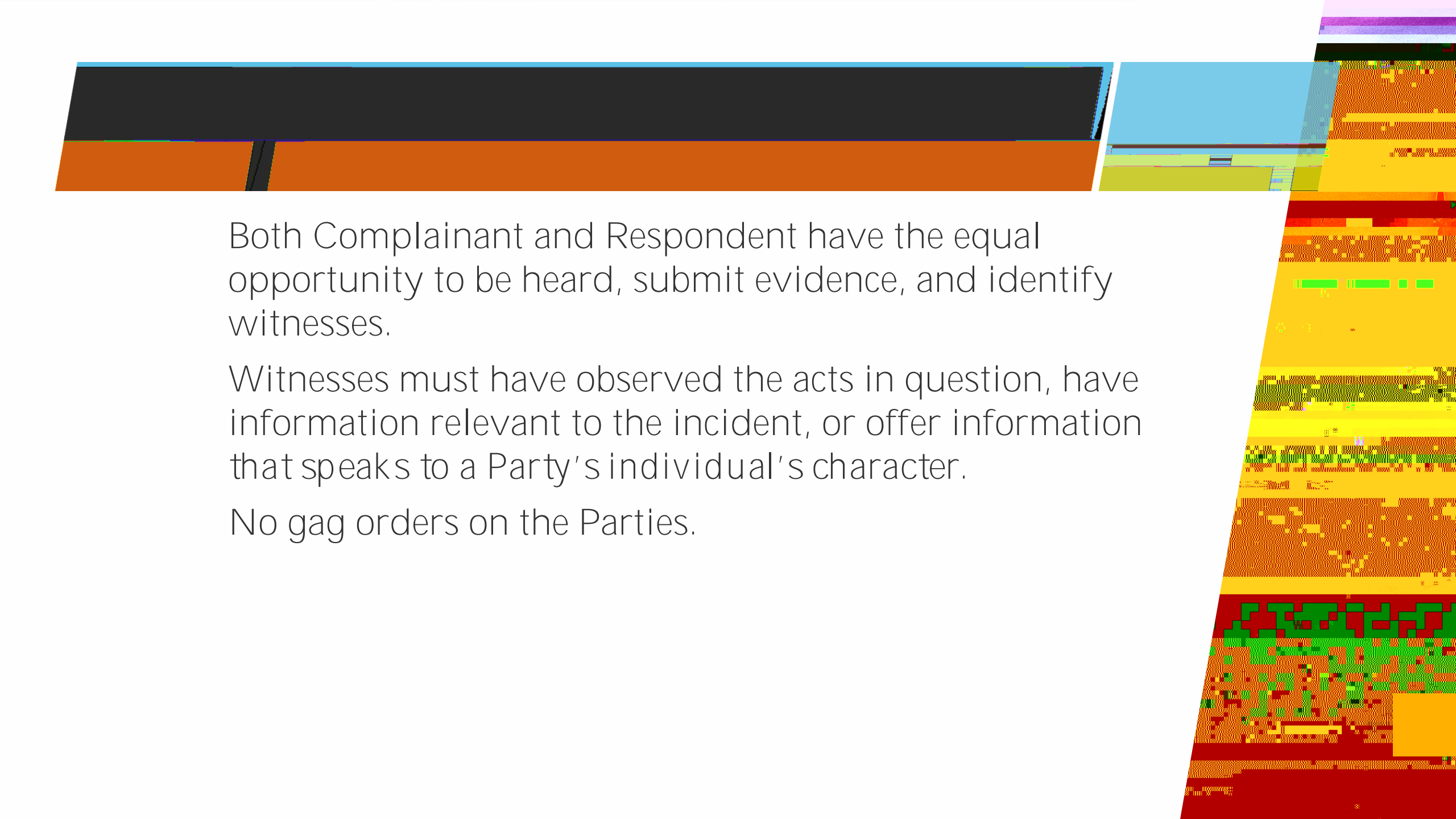
May extend the time frame for good cause, and will communicate the delay and the reason for delay to the Parties

Good cause may include: the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for university breaks or vacations, or to address other legitimate reasons.

Investigation



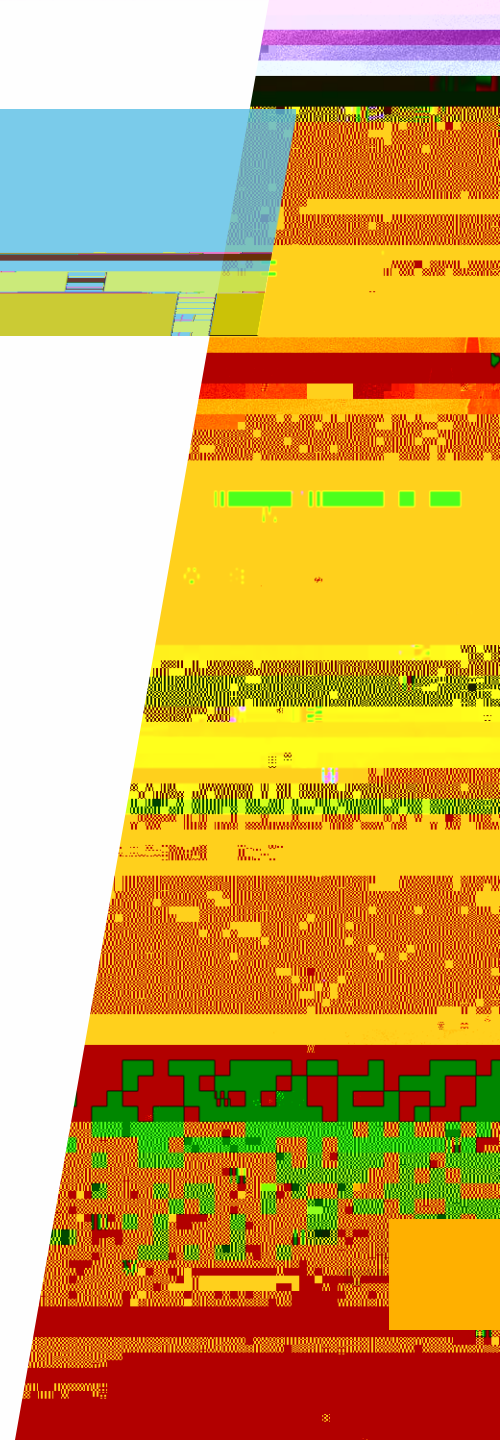
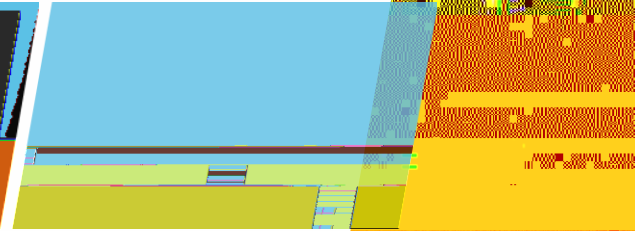


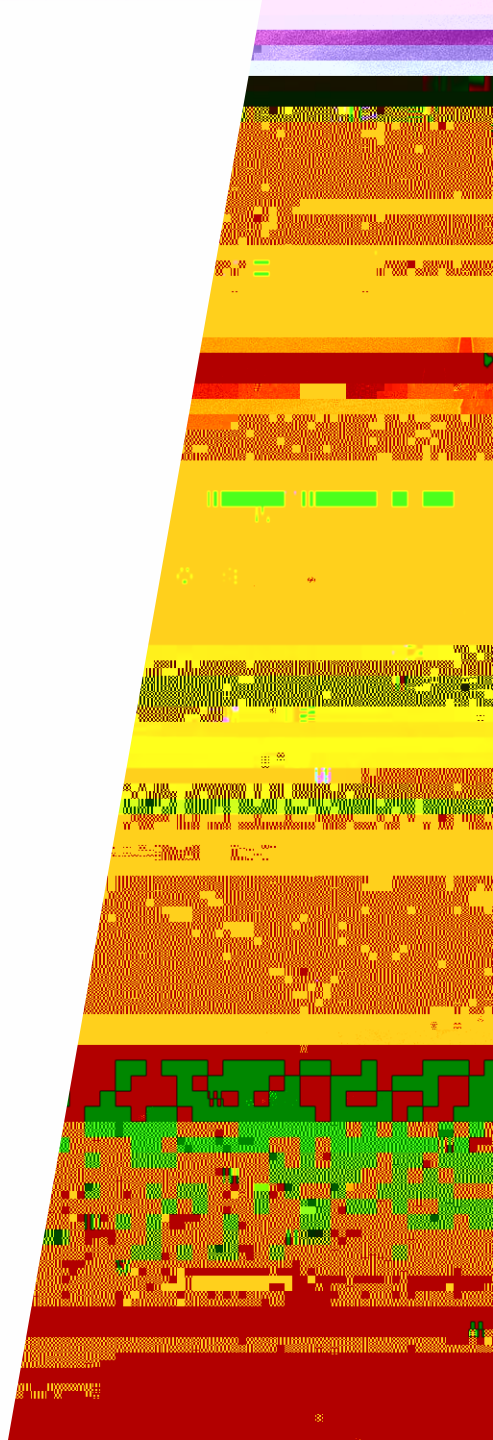


Both Complainant and Respondent have the equal opportunity to be heard, submit evidence, and identify witnesses.

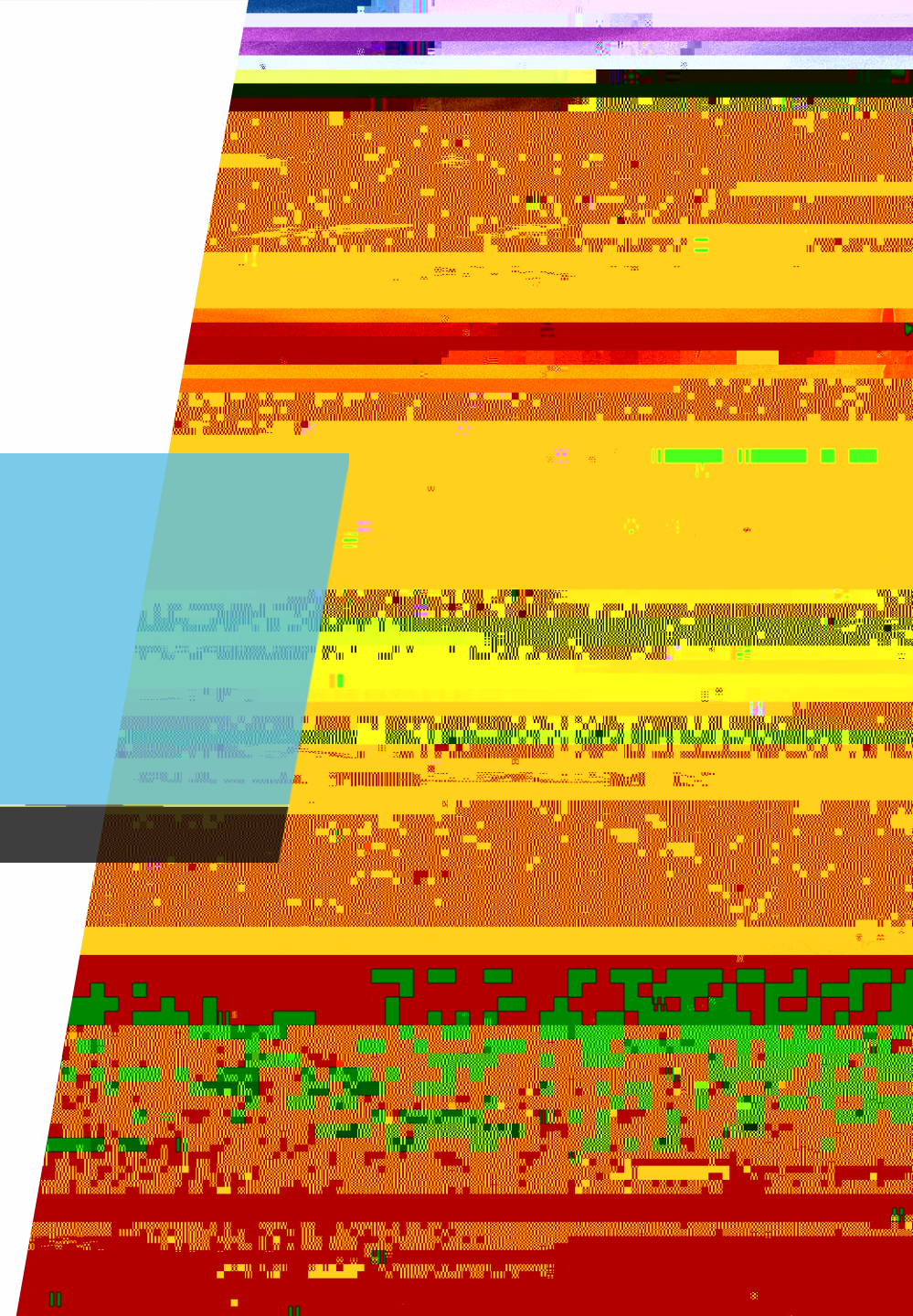
Witnesses must have observed the acts in question, have information relevant to the incident, or offer information that speaks to a Party's individual's character.

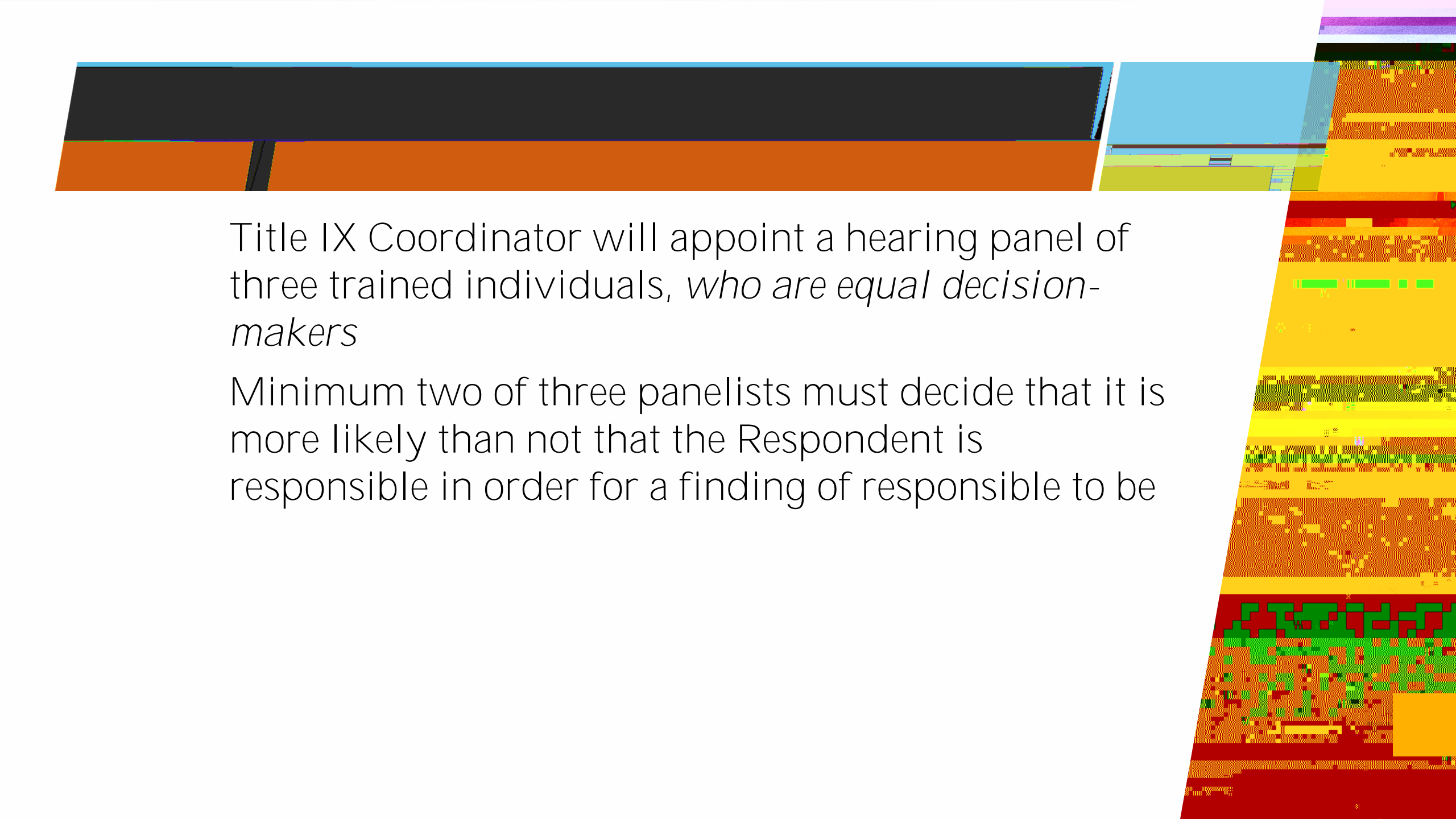
No gag orders on the Parties.





Hearing





Title IX Coordinator will appoint a hearing panel of three trained individuals, *who are equal decision-makers*

Minimum two of three panelists must decide that it is more likely than not that the Respondent is responsible in order for a finding of responsible to be



Hearing Chair:

- Chooses a date for the hearing and provides written notice to the Parties

- Inquires about Parties' advisors for the hearing

- Creates an audio/audiovisual recording of the hearing

- Ensures the hearing occurs in a timely fashion



Hearing Chair:

- Conducts the hearing proceedings

- Answers questions about the *Rules of Decorum*

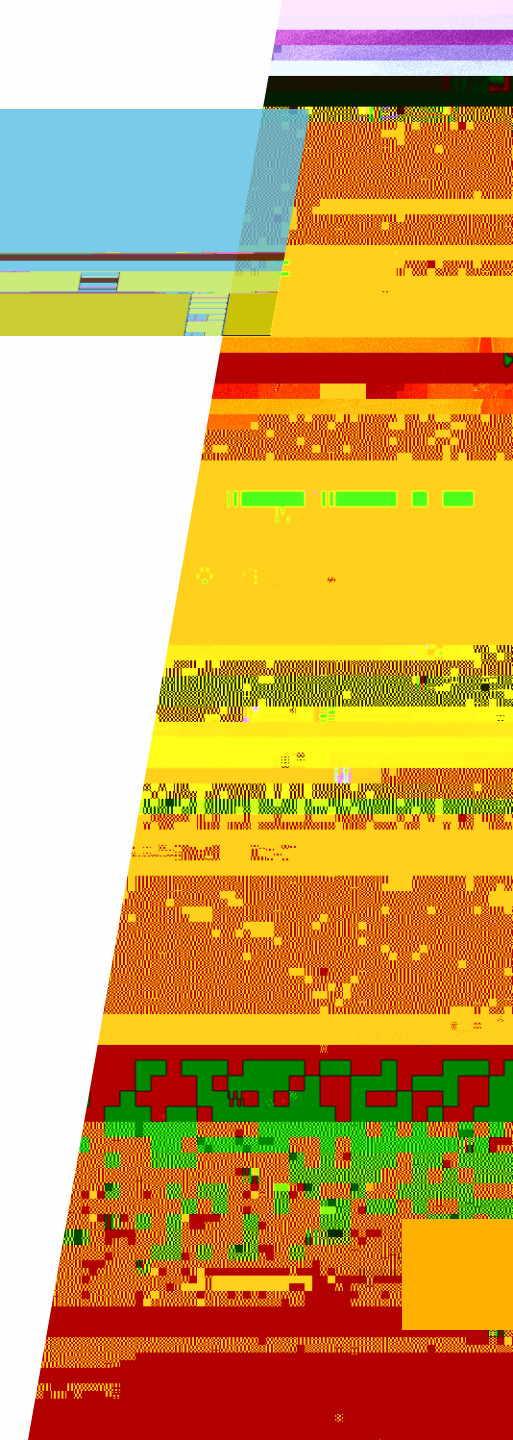
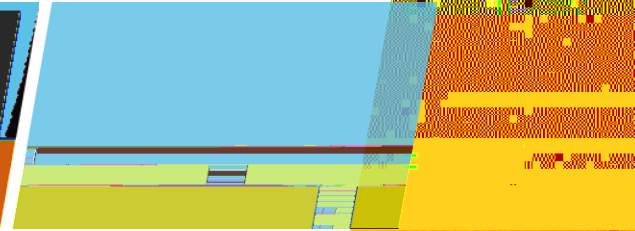
- Upholds* the *Rules of Decorum* and *decides* when to remove an individuals for violating the Rules



Requires all participants to conduct themselves in an appropriate and respectful manner

Advisors and panelists may not ask repetitive or argumentative questions

Participants may not raise their voices or yell and may not interrupt others when speaking





Hearing Chair:

Provides preliminary decisions on relevancy of topics for the hearing, and *makes final relevancy determinations* for questions asked at the hearing

Provides *explanations* during the hearing if questions are excluded based on relevance

Summarizes the hearing panel's decision in a written document



Hearings conducted using video-conferencing technology

Hearing chair makes opening remarks, including the identity of the Parties and their advisors, what university policy violation(s) are alleged to have occurred, the application of the preponderance of the evidence standard, and a review of the expectations outlined in the Rules of Decorum.

Parties have the opportunity to make opening statements (Advisors may not make opening statements, only Parties)



Complainant invited to *answer relevant questions from the hearing panel*

After the panel's questions are completed, the Respondent's advisor may engage in cross examination of the Complainant

The hearing chair will determine if each question from the advisor is relevant before the Complainant answers

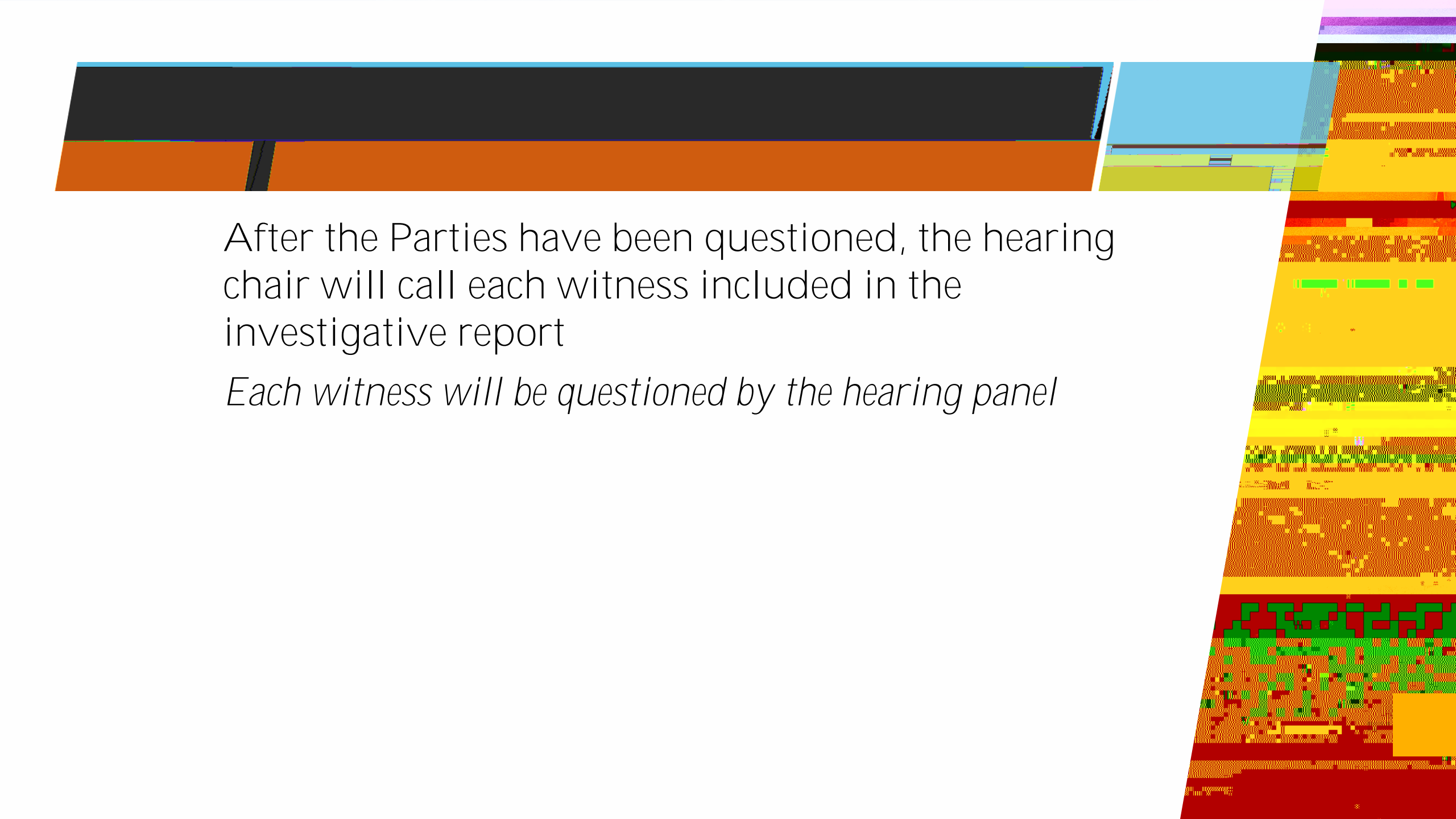
If the Respondent and their advisor does not appear at the hearing, the university will provide an advisor to conduct the cross examination of the Complainant.



Respondent invited to *answer relevant questions from the hearing panel*

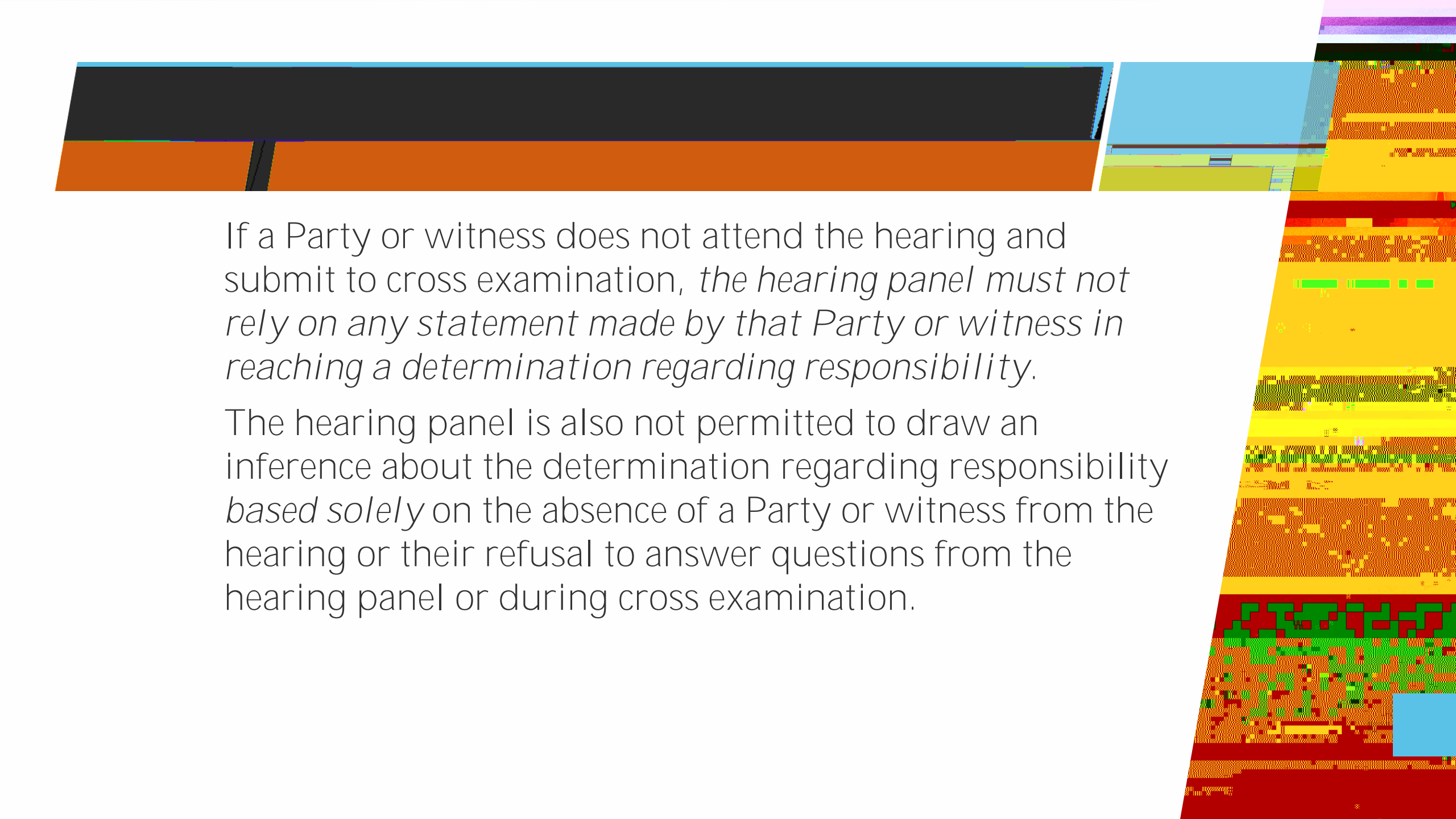
After the panel's questions are completed, the Complainant's advisor may engage in cross examination of the Respondent

The hearing chair will determine if each question from the advisor is relevant before the Respondent answers



After the Parties have been questioned, the hearing chair will call each witness included in the investigative report

Each witness will be questioned by the hearing panel



If a Party or witness does not attend the hearing and submit to cross examination, *the hearing panel must not rely on any statement made by that Party or witness in reaching a determination regarding responsibility.*

The hearing panel is also not permitted to draw an inference about the determination regarding responsibility *based solely* on the absence of a Party or witness from the hearing or their refusal to answer questions from the hearing panel or during cross examination.



Each Party will have the opportunity to make a closing statement (Admunityysingno001- /6it1- sing 01435 95st 2/GSmS

Relevance Determinations

The image features a decorative background. At the top, there is a horizontal bar with a black upper section and an orange lower section. On the right side, there is a large, colorful, abstract graphic that resembles a stylized landscape or a data visualization, with various colors like blue, green, yellow, orange, and red. The text is centered in the white space below the bar.

Relevant questions are those that call for information that



Respondent's advisor begins asking questions about what a Complainant was wearing the night of an alleged assault – is this relevant?

Written Determination



The written decision will include the following:

- Identification of each allegation and the corresponding policy violation;

- An explanation of the procedural steps taken through the entirety of the Grievance Process;

- A determination regarding responsibility for each alleged policy violation;

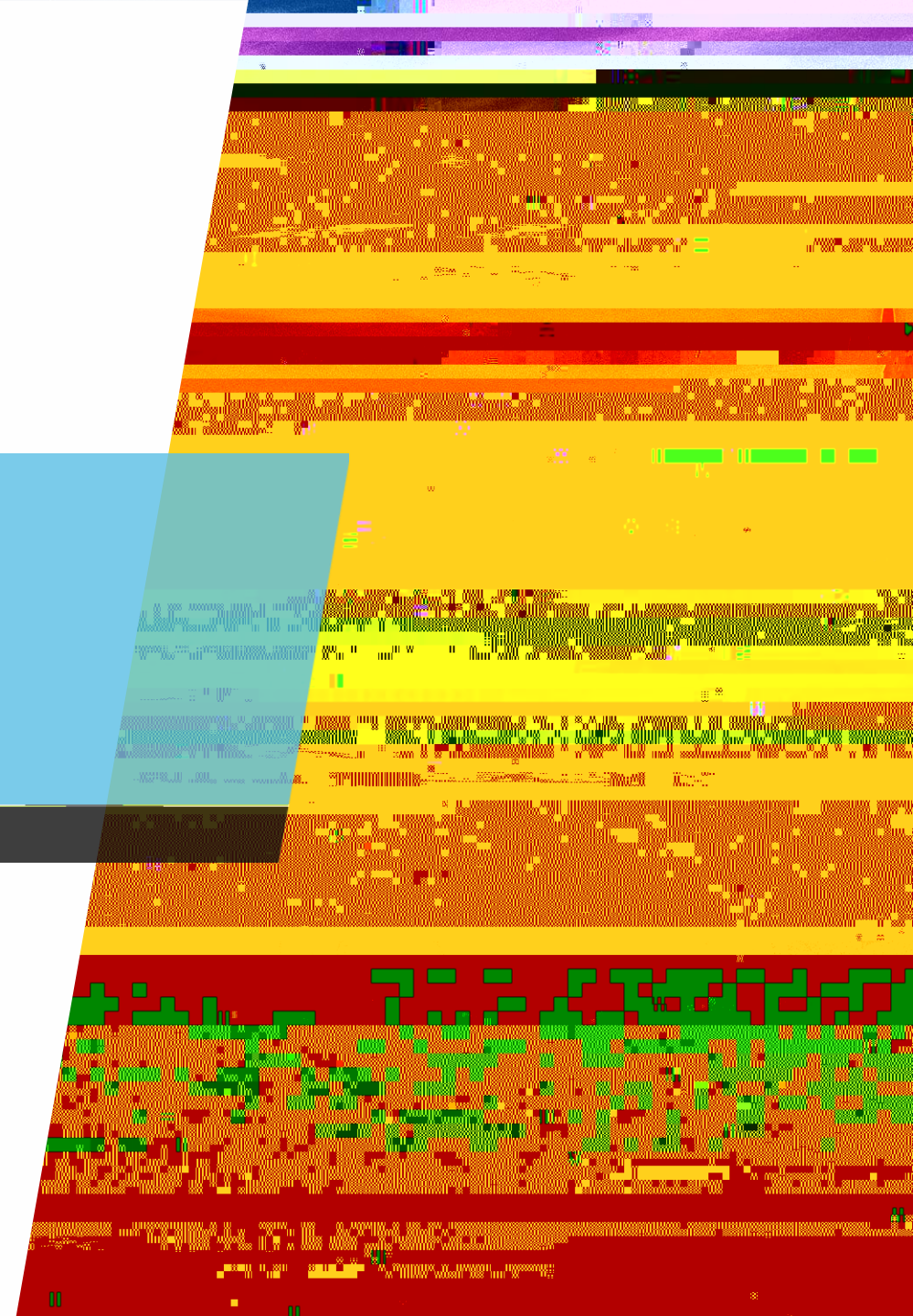
- Findings of fact made by the hearing panel that led to their decision*, conclusions about whether the alleged conduct occurred, and a rationale for the finding for each alleged policy violation;


- Any disciplinary sanctions imposed on the Respondent;

- Any remedies will be provided to the Complainant;

- An explanation of each Party's right to appeal and the appeal process.

Sanctions

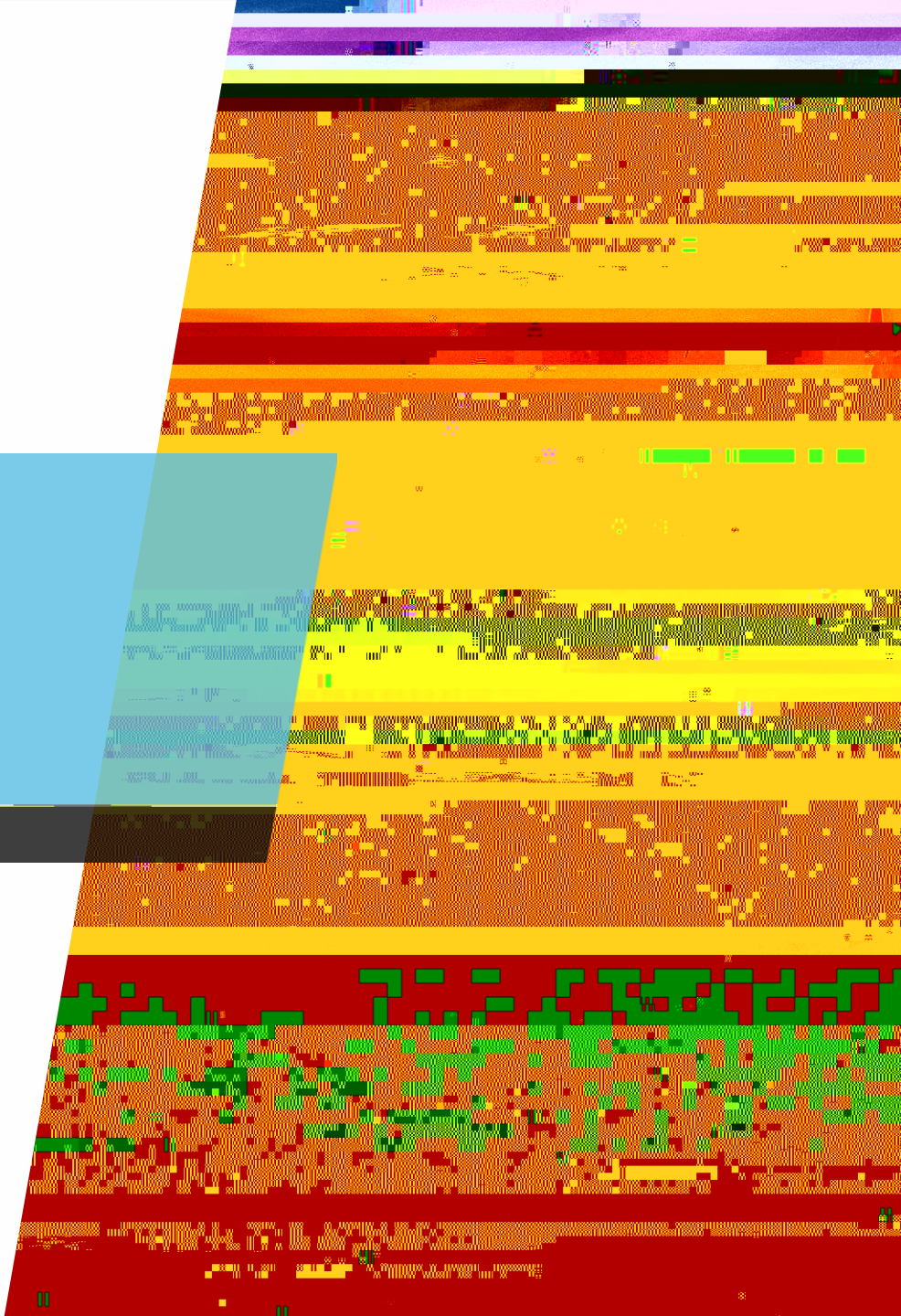


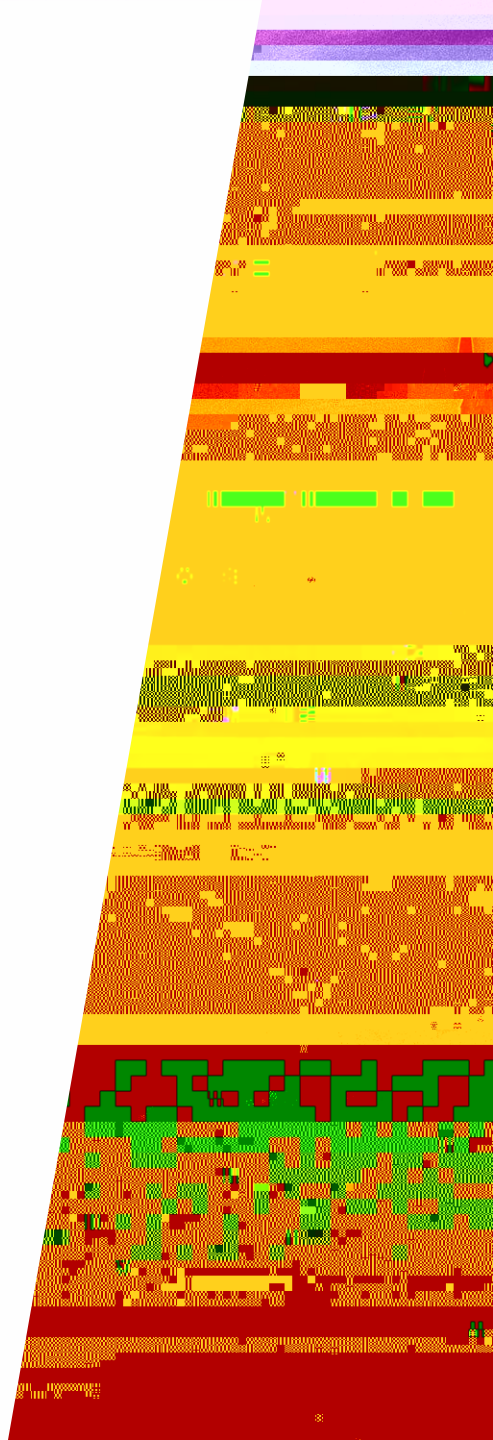


Sanctions for a violation of this policy by a student may include: expulsion; suspension; disciplinary probation; mandated counseling assessment which may include anger management course(s), alcohol and/or drug education program(s), and other requirements based upon the counseling assessment; restrictions on campus privileges including restrictions on campus housing or participation in student activities; community service; and/or other educational sanctions.

Sanctions for a violation of this policy by an employee may include: leave with pay, leave without pay, termination, change in job responsibilities or duties, relocation of assignment, mandated counseling or anger management assessment, mandated training, such as sexual harassment training.

Appeals








The grounds for appeal may only be one or more of the following:

There was a material deviation from the procedures set forth in this policy or applicable provisions of the Student Handbook that would significantly impact the outcome of the case or may have resulted in a different finding;

New or relevant information, not available at the time of the investigation or hearing, has arisen that would significantly impact the outcome of the case;

The Title IX Coordinator, investigator, or member of the Hearing Panel had a conflict of interest or bias that affected the outcome of the case.

Dissatisfaction with the outcome of the investigation, and failure of a Party or witness to attend or participate in the investigation or hearing process, are not grounds for appeal.



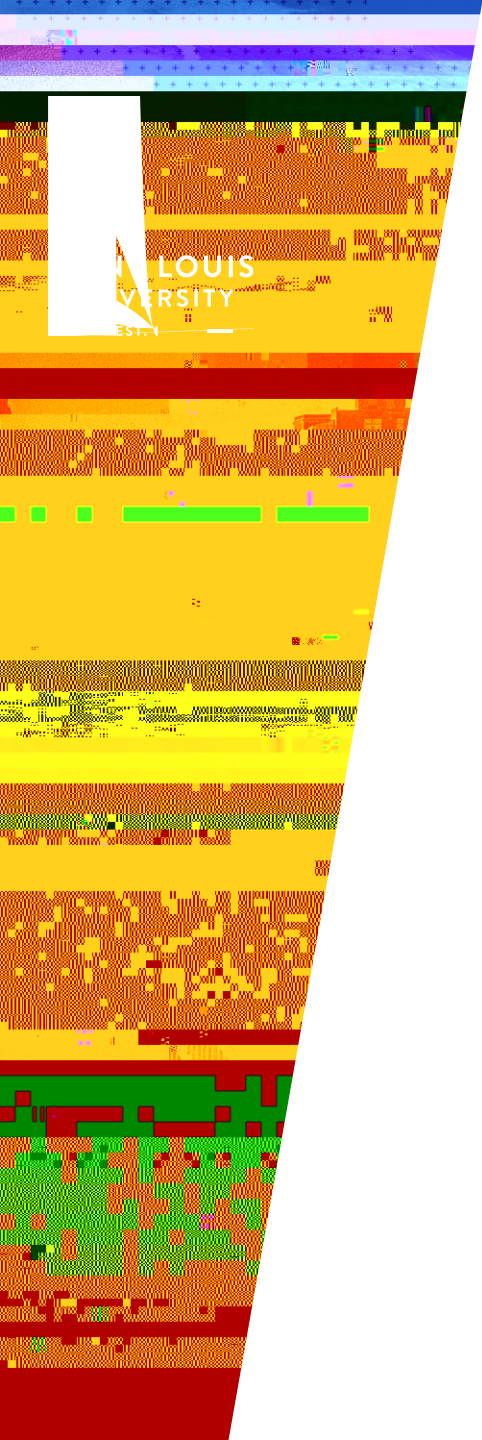
The non-appealing Party will have the opportunity to review the appeal and will have 3 days to submit a response.

Appeals are not intended to be a full rehearing of the report and are generally limited to a review of the written documentation and pertinent documentation for the appeal.

Absent extraordinary circumstances, the appeal panel does not meet with either Party.

The decision of the appeal panel is final and should generally be completed within 15 business days.

Questions?



Thank you for attending.

