

# Equity, Civil Rights, and Title IX Office

## Student Non-Discrimination Policy Process

1

### ECRT Receives Report

Preliminary review and assessment of resolution options

2

### ECRT Sends Outreach to Complainant

- Outreach occurs within 24 business hours of report receipt
- ECRT offers support, resources, and an invitation to meet

3

### ECRT Meets with Complainant

- Meeting at Complainant's discretion
- Complainant may share information about their experience
- ECRT will explain supportive resources and resolution options

4

### Resolution Options:

#### No Action

Can be requested by the Complainant

#### Informal Resolution

Educational response or voluntary informational meeting

#### Adaptable Resolution

- Non-disciplinary, structured process for parties guided by trained facilitator
- Focused on creating an agreement to address harm and promote accountability

#### Investigative Resolution

- Formal process for potential policy violation
- May include a hearing
- Either party may appeal outcome
- Corrective action may be taken if warranted

5

### Review of Requested Resolution Option

ECRT Leadership must approve any requested resolution option