Title IX Investigation & Hearing Process for Employees



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INTAKE MEETING

Complainant can meet with a Support Coordinator about supportive measures and resolution options

INTERVIEW

Complainant meets with EO staff to provide their full account

EVALUATION

EO staff will decide if the reported conduct can be resolved

NOTICE

EO staff will send a written notice to the Complainant and Respondent about the reported policy violation

INTERVIEWS & INFORMATION GATHERING

Investigator will meet with the Complainant, Respondent, and witnesses to discuss the reported policy violation



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CREATION OF RECORD

The investigator will create a record with all the related evidence.
Both parties can review and respond to the record

HEARING PREPARATION MEETING

Each party and their Hearing Advisor can meet with an EO staff member to go over the hearing process

HEARING

The adjudicator and the parties' advisors will have the opportunity to ask questions of the other party and witnesses and to provide opening and closing statements

DETERMINATION OF RESPONSIBILITY AND SANCTIONS

Adjudicator will send each party a written report of whether a policy violation occurred. UVM staff will impose sanctions if the Respondent has been found to violate a University policy

APPEAL

Each party has appeal rights and can be provided information about the appeal timeline. Ongoing support for both parties is available

This information is a summary of UVM policy and procedure. Full details are available at uvm.edu/equal-opportunity

Estimated Time-line: we aim to complete the process in 60 days, though this may vary