





occurs and includes university education programs or activities that occur on or off of university property.

“Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator



including but not limited to Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes.

- f. In such case that the respondent is the Chair of the Board of Trustees, the President of the Board of Trustees shall serve as the Decision-maker. In such case that the respondent is the President of the Board of Trustees, a member of the Board of Trustees, or the President of the University, the Chair of the Board of Trustees shall serve as the Decision-maker. In all such cases, the Executive Committee of the Board of Trustees shall serve as the Appellate Decision-maker. A majority of the members of the Executive Committee (excluding a respondent and any member who served as the Decision-maker in a given process) shall constitute a quorum for the decision, and each member shall have one vote.

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The University shall treat complainants and respondents equitably. However, equality or parity with respect to supportive measures provided to complainants and respondents is not required.

The University will not impose any disciplinary sanctions or take any other actions against a respondent that do not constitute supportive measures until it has completed this grievance process and the respondent has been found responsible. (Notwithstanding, there is provision for "Emergency Removal of a Student," below).

The University will provide appropriate remedies to the complainant any time a respondent is found responsible.

including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the University's obligation to maintain confidentiality shall not impair or otherwise affect the complainants and respondents receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

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Complainants and respondents have the right, at their own expense, to be assisted by an advisor of their choice during all stages of any grievance proceeding, including all meetings and investigative interviews. The advisor may be, but need not be, an attorney. In general, an advisor is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

A complainant or respondent with a disability may be assisted by a support person throughout the grievance process, including all meetings and investigative interviews, if such accommodation is necessary. A support person may be a friend, family member, or any individual who is not otherwise a potential witness. The support person is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

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The University will send written notice of any investigative interviews or meetings to any party whose participation is invited or expected. The written notice will include the date, time, location, participants, and purpose of the meeting or interview, and will be provided to allow sufficient time for the party to prepare to participate.

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The University may, in its discretion, consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

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During the grievance process, the University will not require, allow, rely upon, or otherwise use questions or evidence that constitute or seek i-1.391 Totute r(ti)2.5 ue tor 8.6 (f)10.4 tutefn60.6 (c)11.4 (p

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The burden of gathering evidence and the burden of proof shall remain upon the University and not upon the parties.

The grievance process shall use a clear and convincing evidence standard (i.e. it is highly or substantially likely that the allegations in the complaint are true) for all formal complaints under Title IX.

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the recommended remedies, such that an authorized administrator can consider the recommendation(s) and implement appropriate remedies.

If the Decision-maker determines a student-respondent is responsible for violating this policy, the Decision-maker will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Vice President for Student Development of the recommended remedies, such that an authorized administrator can consider the recommendation(s) and implement appropriate remedies.

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Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual harassment toward a student, should report the alleged acts as soon as possible 913.2 (o6)2.3 (t)-1.7h)eoi 911.4 (l)-4.5 (e)-4.1 IX(l)12.4 610.4 (o61P)3 (6)4.5 (d)

Any employee or theniv4-1.6 (t)2.3yld who experienced 310.8 (9.)-2 (a)7.5 (c)2.4



investigation over the complainant's wishes is not clearly unreasonable in light of the known circumstances.

Upon receipt of a formal complaint, the University must provide written notice of the formal complaint to the known parties with sufficient time to prepare a response before any initial interview. This written notice must contain:

1. The allegations of sexual harassment, including sufficient details known at the time, the identities of the parties involved in the incident (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
2. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made based on the preponderance of the evidence; and
3. A statement that the respondent has the right to be accompanied by an advisor of their choice during any interview and to have that advisor participate in any review of the disciplinary process.
4. A statement that the respondent has the right to review the University's policies and procedures regarding sexual harassment and the disciplinary process.
5. A statement that the respondent has the right to appeal the University's decision regarding the disciplinary process.



The University shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal.

Dismissal of a formal complaint or a portion thereof does not preclude the University from addressing the underlying conduct in any manner that the University deems appropriate.

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If a formal complaint is received by the University, the University will assign or designate an Investigator to investigate the allegations set forth in the formal complaint.

If during the course of the investigation the University decides to investigate any allegations about the complainant or respondent that were not included in the written nor demt-4.5 ( i)45.9 (d)-6.3 (e)6 (e)6.7 ()6.8 (c) 2 l)-4.(e)1042..391 TD bg(i7e)a03m7en3Eed(8)8.7.(e8)9.1n (o)8.5 .001 Tw p(12 (eers(910.7( f)541.2 8)8.5'(-4.e)6s(910.7 s







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Neither the University nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a

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The University qualifies as “an educational institution controlled by a religious organization” as specified in 34 C.F.R. § 106.12. No provision of this policy, or of Title IX of the Education Amendments of 1972 or its implementing regulations, shall be applied in a way that is inconsistent with the University’s beliefs, including, but not limited to those points specified in the University’s and the teachings of the Catholic Church as set forth by the magisterium.

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This policy shall be made available to all students, parents/guardians of students, and employees.

The University shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and Title IX email address [on its website](#) and in the student and employee handbooks.

Furthermore, in the [same section of its website](#), referenced in student and employee handbooks, and on the applications for admission and employment, the University shall provide