

# Sexual and Interpersonal Misconduct Investigations

## Formal Complaint

A formal complaint is a document filed by a party or signed by the Civil Rights & Title IX Coordinator requesting an investigation into alleged violations of the Sexual & Interpersonal Misconduct Policy.

## Notice of Investigation

When an investigation begins, all parties receive written notice of the allegations, their rights, the identities of the parties, information about supportive measures available, etc.

## Evidence Gathering

The assigned investigator will interview all parties and relevant witnesses and gather documentary evidence. Parties and witnesses have the opportunity to review a transcript of their interview.

## Report Review & Response

All parties have an opportunity to review the statements and evidence that has been gathered and provide a written response or request additional fact-gathering.

## Hearing

Hearings are held via Zoom. The parties and the hearing officer have the opportunity to call witnesses and ask questions of the other party and witnesses via direct or indirect cross-examination.

## Determination

After the hearing, the hearing officer will prepare a written determination, which will include findings of fact, determinations as to whether the SIM Policy was violated, and a rationale for those determinations.

## Sanction

If someone is found responsible for policy violations, a trained review panel of staff/faculty will meet to determine an appropriate sanction. Parties have the opportunity to submit impact statements for the panel to consider in assigning an appropriate sanction.

## Appeal

Parties have an opportunity to appeal the hearing outcome due to 1) a procedural irregularity, 2) new evidence, 3) a conflict of interest or bias, or 4) an arbitrary or capricious decision. The appeal process is documentary only and the decision of the appeal officer is final.

For more details, please visit [oxy.edu/sexual-respect-title-ix](https://oxy.edu/sexual-respect-title-ix).