

UC Santa Cruz Title IX Investigation & Adjudication Model

Senate Faculty
2018-19

Title IX Notified
Once an allegation is received by the Title IX office, outreach to individuals and a preliminary inquiry is conducted.

Prior to the Title IX office receiving notification of an allegation, potential complainants may be directed by a Title IX officer, CARE advocate, licensed counselor, or other resource about on- and off-campus resources, notice of their rights, and reporting options including Title IX and law enforcement.

There is no limit on the time within which a complainant may report an alleged violation.

Support and interim measures available throughout the process.

Respondent may be placed on involuntary leave at any time (APM-016).



Insufficient Information END
The investigation is unable to proceed if there is insufficient information or if a complainant decides not to move forward.

Investigation Launches
A formal investigation is launched by the Title IX office. The investigation seeks to determine if there have been any violations to UC's policy on sexual violence and sexual harassment. The chancellor is notified of the investigation at this time.

Investigation Complete
When the investigation is completed, the chancellor is notified of any policy violation findings. The claimant and respondent can receive a copy of the report.

Evidence Review
All parties have the opportunity to review the evidence presented during the investigation

Alternative Resolution END
All parties agree to an alternative resolution. A formal investigation is not conducted.

Determination of UC Policy Violation
When applying a preponderance of evidence standard, the investigator finds a violation of UC Policy on Sexual Violence and Sexual Harassment, which establishes probable cause under APM-015.

Response to Findings
The complainant and respondent may submit a written response and/or request a meeting with the chancellor or designee.

No Violation of UC Policy END
Applying the preponderance of evidence standard, the investigator does not find a violation of the UC Policy on Sexual Violence and Sexual Harassment.

Peer Review Committee Makes Recommendation
The chancellor-appointed committee advises the CP/EVC on discipline or other actions to bring resolution to the policy violation(s).

CP/EVC Makes Determination
Based on the Title IX investigation report, response to findings by all parties, and the Peer Review Committee recommendations, the CP/EVC may make a determination of resolution action.

Early Resolution
The CP/EVC proposes an early resolution, which can include disciplinary actions and other measures.

Respondent refuses early resolution

Notice of Charges & Discipline Filed
CP/EVC files notice of charges and proposed disciplinary action with Senate Privilege and Tenure Committee. The complainant and respondent are notified of this action.

No Formal Discipline END
No formal discipline will be issued to respondent. Both complainant and respondent are notified of the outcome.

Early Resolution Accepted END
Respondent accepts early resolution proposal. Complainant is notified of the outcome.

P&T Hearing
Senate Privilege & Tenure Committee conducts a hearing, then makes a recommendation to the chancellor regarding discipline.

Final Determination END
With some exceptions, the chancellor makes the final determination on discipline. The Regents make the final determination on dismissal. The complainant and respondent are notified of the outcome.

Notice of any proposed disciplinary action must be delivered no later than three years after the Chancellor is deemed to have known about the alleged violation.

**Timeline dates may be extended for good cause.*

60 BUSINESS DAYS*
for an investigation & determination of findings

40 BUSINESS DAYS*
to file any charges

