







Title IX Coordinator

Deputy Title IX Coordinator

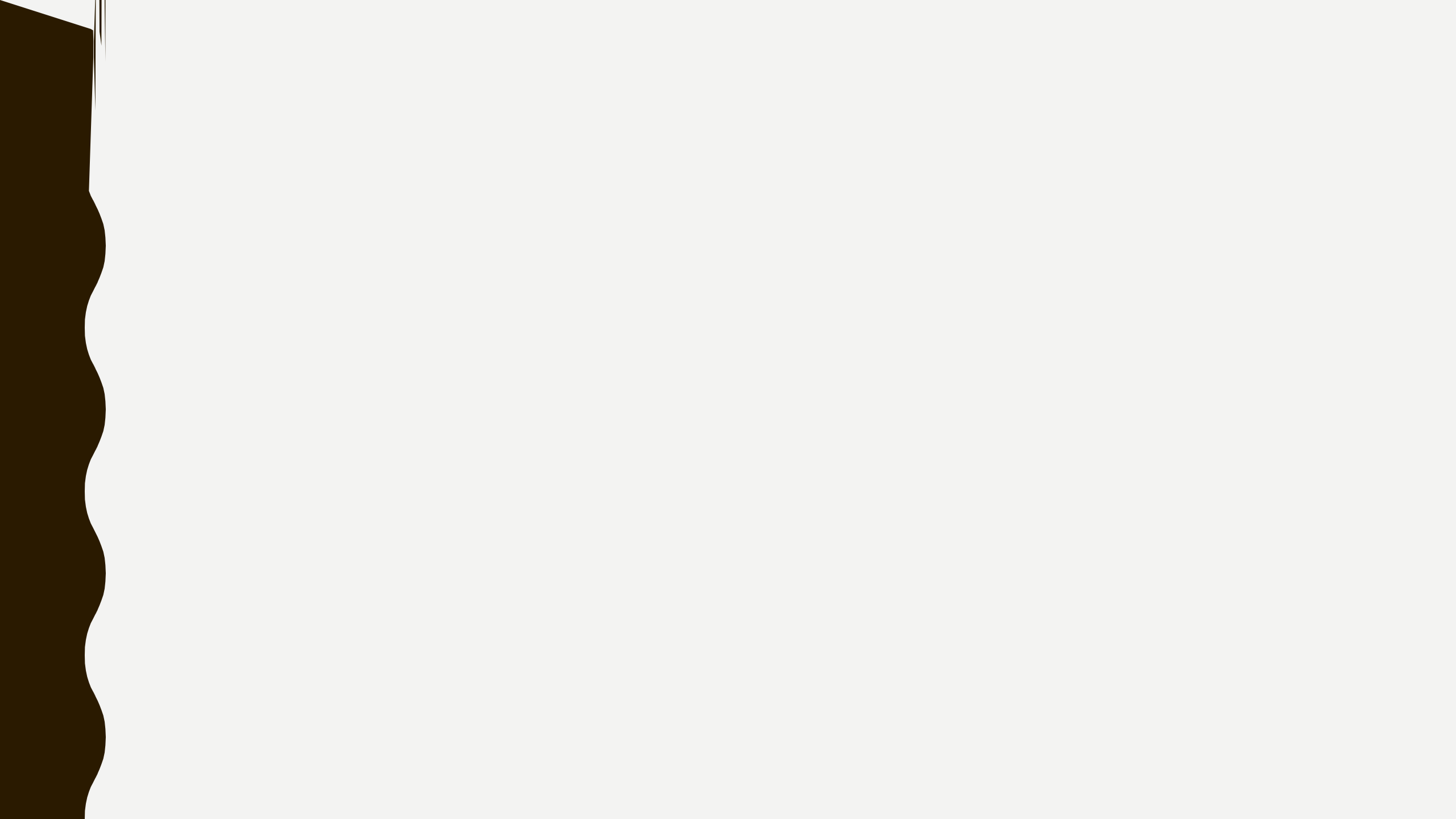
Confidential Advisor


Title IX Investigator

Title IX Advisor


Title IX Adjudicator

Title IX Appellate Officer






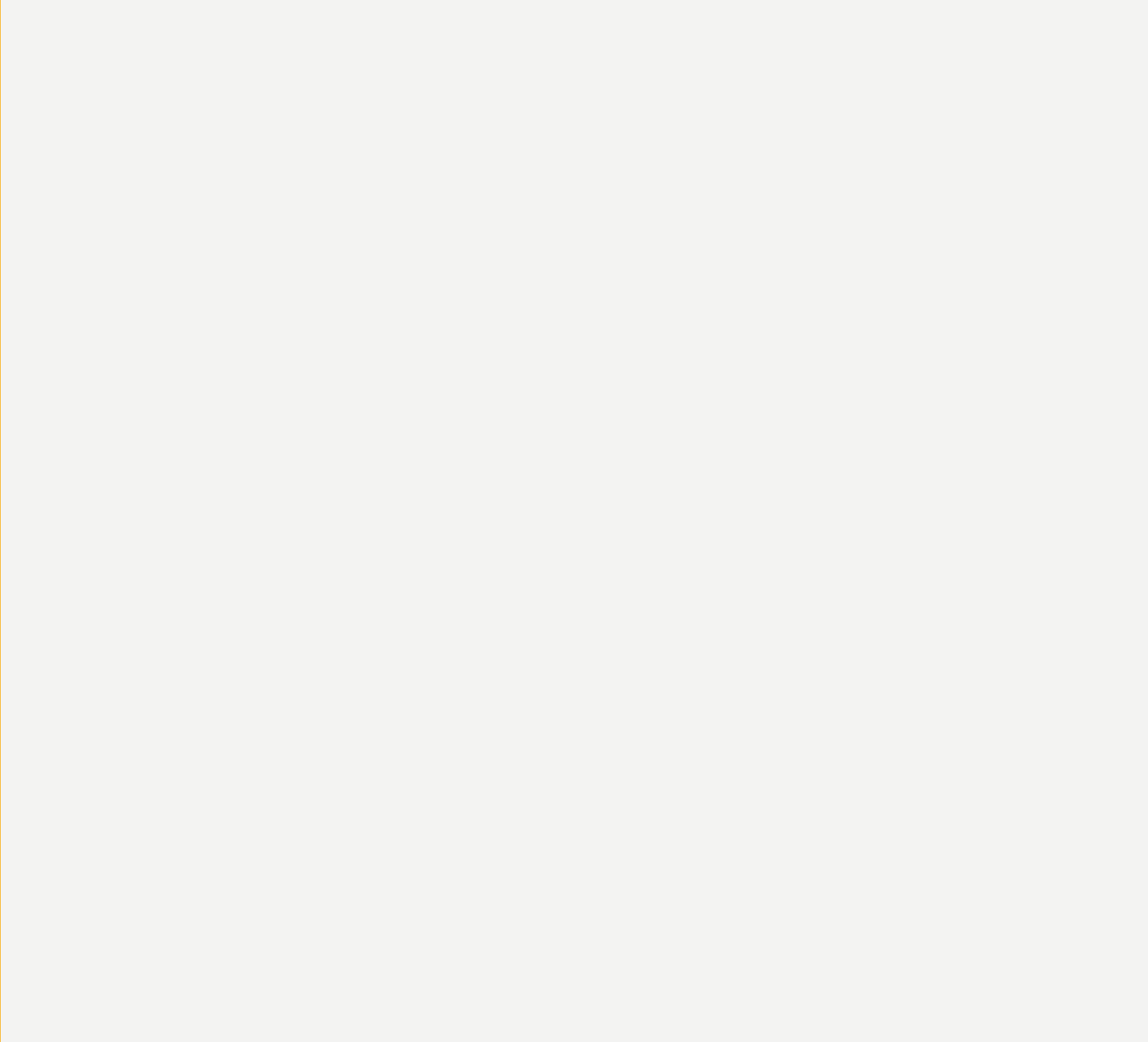
serves as the investigator for sexual harassment reports that involve an employee of Roosevelt University. The Deputy Title IX Coordinator will investigate and submit an



responsible for facilitating the investigatory process when a potential act of sexual harassment has taken place. The investigator seeks, analyzes, and interprets all evidence. Additionally, the investigator meets with and interviews witnesses, parties to the complaint, and other entities with knowledge concerning the case. Resultantly, the investigator will submit an investigation report to the Title IX Adjudicator.



an advisor who assists the complainant or respondent during investigations and live hearings, in which the advisor will ask and answer questions presented during the cross examination. Title IX Advisor's are available for either party, reporting or responding, if that party is unable to secure an advisor on their own.



Appeals may be granted if...

- Procedural irregularity that affected the outcome of the case. The appealing party must demonstrate that the irregularity was more than a harmless error but was in fact a prejudicial error;
- New evidence has become available, that was not available at



- Whether there have been other sexual harassment complaints about the same alleged perpetrator;
- Whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;

2114 Whether the alleged perpetrator threatened further sexual harassmentMC /LBody



On Friday June 5th, 2020, [REDACTED] commented on a picture [REDACTED] Instagram story. [REDACTED] said he said "Can you do GPP on me? with leather face". I replied with "I'm sure my boyfriend would be okay with it", he replied with "Ehh... its not my boyfriend it's me lol" and "lol". I replied with "not my boyfriend? are you taken anyways?". I replied "I don't need luck I'm good lol you might need it".

This comment was vulgar and sexually suggestive which I personally take it as sexual misconduct. He is even saying I should be taking him up on his offer which is beyond my comfort zone. This made me very angry and I blocked [REDACTED] on my social media accounts and avoid any communication with him on Snapchat and Instagram.

[REDACTED] He has [REDACTED] number and we are in a WhatsApp group with the [REDACTED] members.

On Friday [REDACTED] from a conversation on our E-board WhatsApp group. He is very unprofessional and rude since the Instagram incident. Even in the WhatsApp group he [REDACTED] out on his comment. I have worked with [REDACTED] for few terms and [REDACTED] texts he has [REDACTED] been sending didn't start until AFTER the Instagram incident.

I have talked to [REDACTED] today via zoom to discuss my options and it would be great if you could keep her in the loop.

As a woman, I need to report [REDACTED] for his behavior as he is not doing the right thing. I am asking [REDACTED] classmates who saw the same [REDACTED] where I receive [REDACTED]

Was contacted by the alum on April 23, 2020 at 1:50PM EST. I asked if we could schedule a time to speak on phone and we settled on a time. The call took place with the alum on April 24, 2020 at 2PM EST.

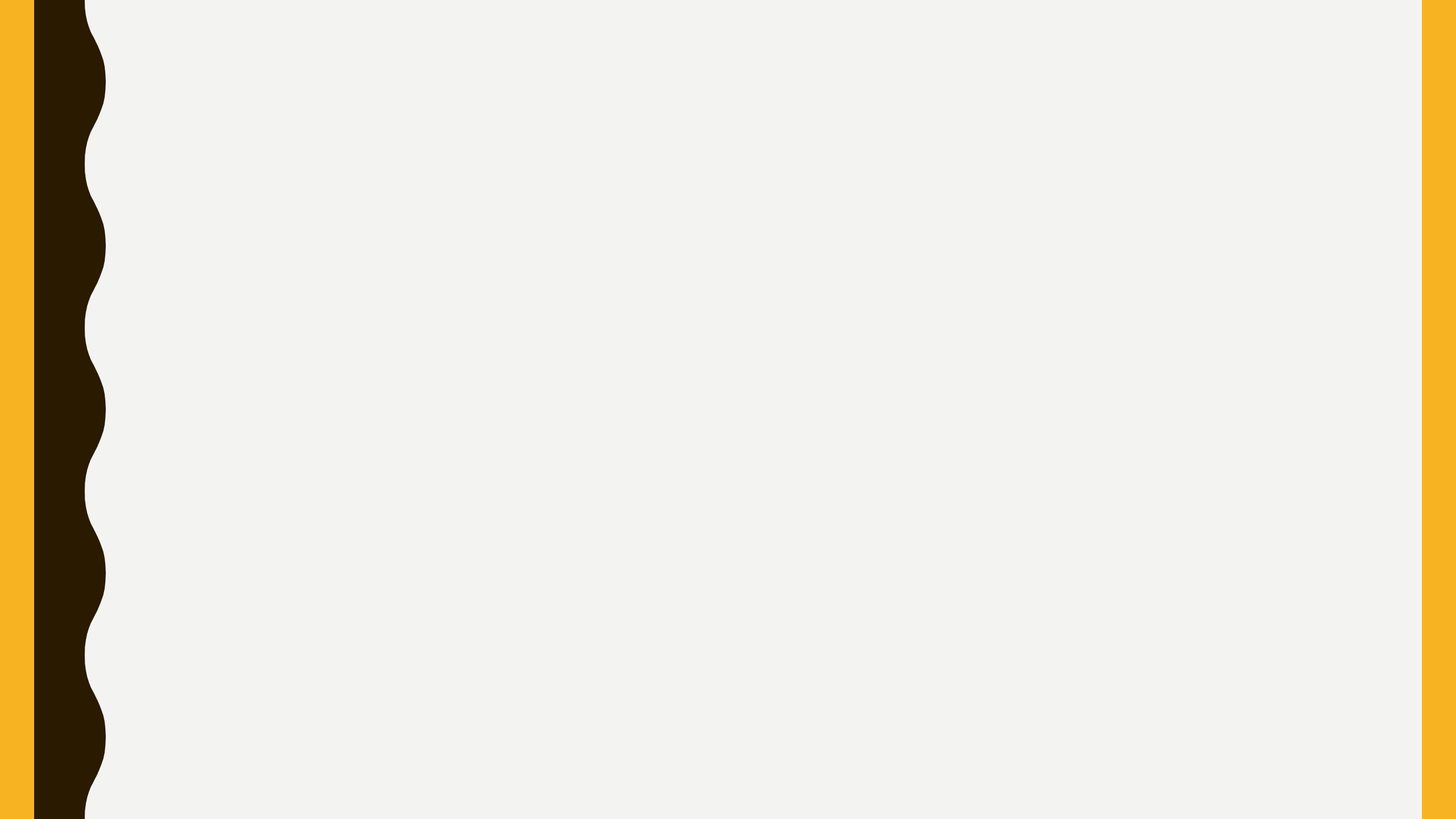
INCIDENT DETAILS:

- Event took place in April of 2018 in AUD 1080.
- student was in the graduate program at the time of the incident.
- was interested in perhaps performing a crystal flute during her upcoming recital.
- [REDACTED] was speaking about his collection of flutes. He mentioned various types of flute in his collection. She reported that he say “wood flutes, ancient flutes, crystal flutes, and a skin flute”
- this student was not a native English speaking and was unclear on what he meant by “skin flute” assumption was that “it was a flute made out of or with leather.”
- [REDACTED] stated that there are many “skin flutes” “all men have one”
- in the summer of 2019, this student was speaking with a friend and mentioned this flute collection. The friend was a native English speaker and informed her what was meant by “skin flute”
- student spoke with her sister at the time of the incident, but her sister also isn't a native English speaker.

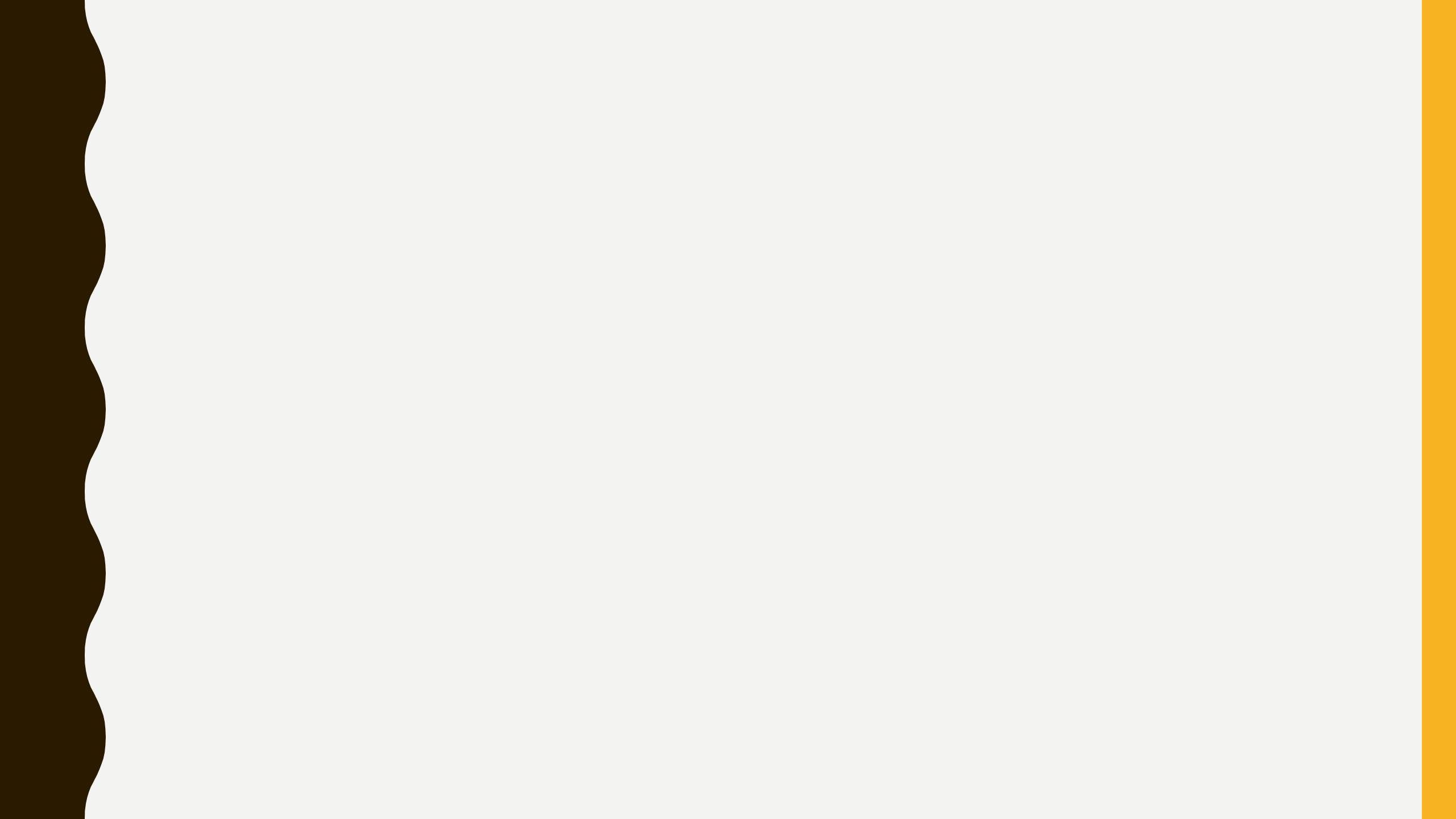
OTHER ITEMS:

- also mentioned that there were many times w [REDACTED] would touch her shoulders, arms, and legs. I asked if this was to help with correct a posture problem while playing the flute, she said “no”
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- Complaints that do not meet the definition of sexual harassment, or do not fall within the boundaries of the jurisdictional elements must be dismissed under Title IX
- If dismissed, we must document the rationale using the internal reporting form.
- However other university policies may address this
 - Student Code of Conduct
 - Policy prohibiting discrimination, harassment, and bullying
 - Professional Code of Conduct



- Is interim removal allowed?

- The TIX Coordinator may intermily remove a student on an emergency basis
- provided that an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal,
- and provides the respondent with notice and an opportunity to challenge the decision immediately after the removal.
- After receiving notice of an interim removal, the respondent(s) will have (5) university business days to submit their appeal.

TIX Coordinator manages/facilitates

Both parties must agree

Either party may withdraw agreement and initiate formal grievance procedures, anytime before a formal resolution has been reached

If dissatisfied with formal grievance procedure they may request formal grievance procedures.

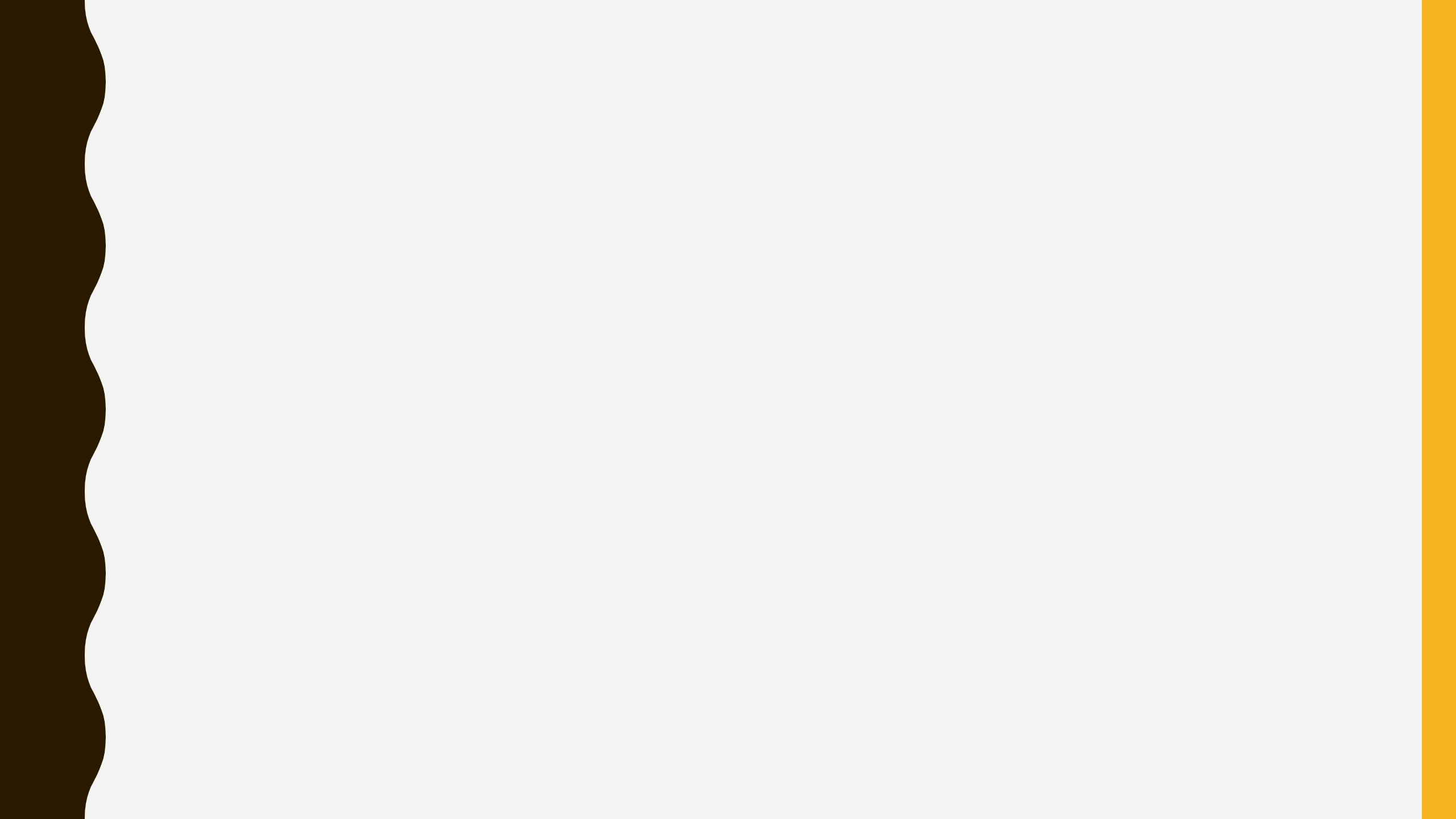
Not available for instances involving an employee

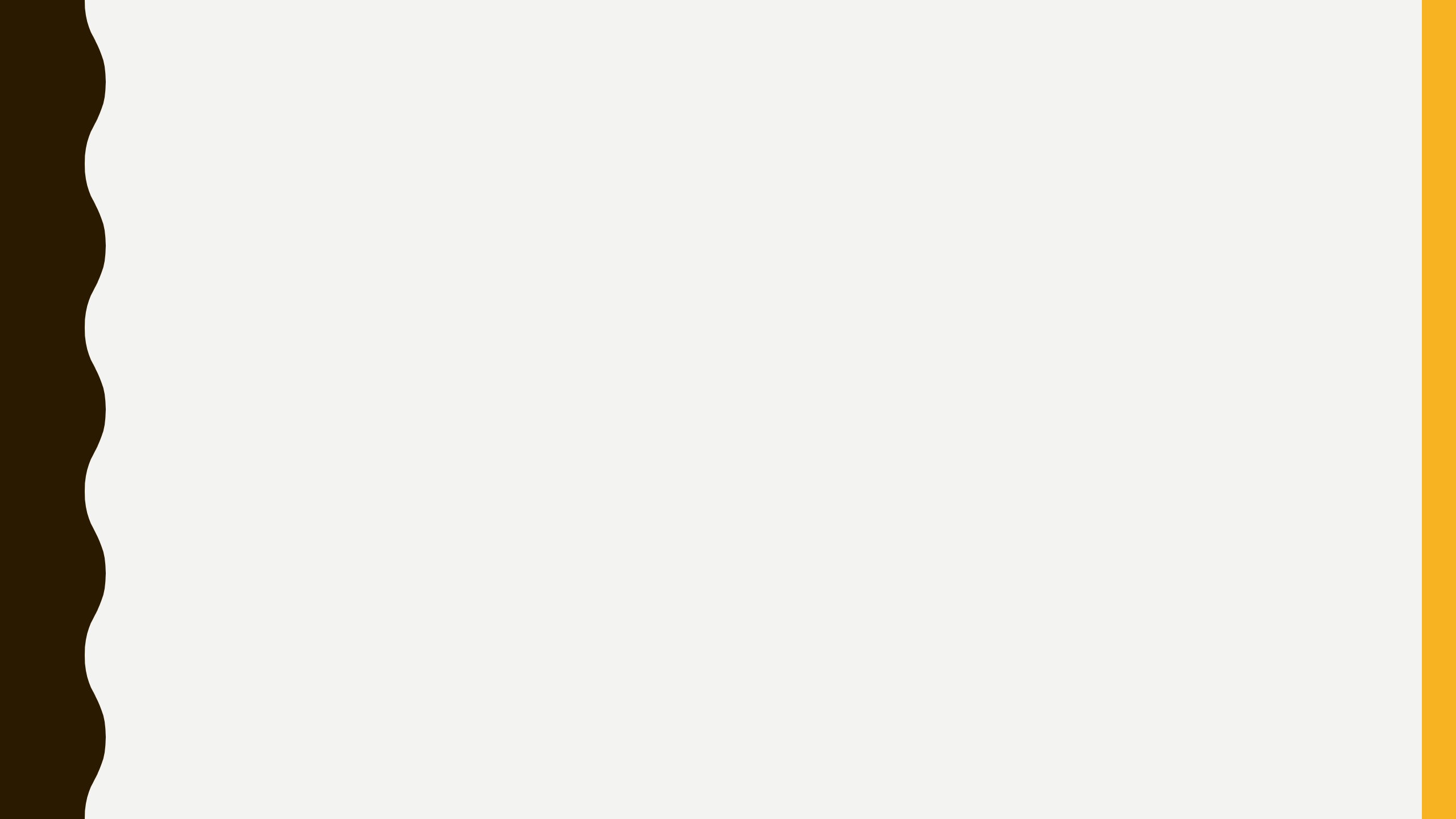
This option is available if

- (i) a formal complaint is filed
- (ii) the University determines, in its discretion, that such a process would be appropriate;
- (iii) all parties agree to participate;
- (iv) a final determination has not been made in the formal TIX investigation;

- Initial Conference w/ each party
 - Sexual Misconduct Checklist
 - Initial Statement
 - Ask for witness
- Interview Witnesses
- Summarize all statements and send to party for verification

- REFRESHER from last week
- What's the purpose of the investigation?
- How Trauma may show up in an interview
 - Silence, laughter,
- Remember we don't want character witnesses
- Lets role play





- See the example of the summary of findings rationale
- Preponderance of the evidence standard
- Is it more likely than not that a violation occurred based on the definition of the act
 - Reread the definition
 - What evidence is applicable to the definition
 - Is there any evidence that increases one party to 51%
 - Is consent present at each and every encounter

- 4 Grounds for Appeal

- Procedural irregularity that affected the outcome of the case. The appealing party must demonstrate that the irregularity was more than a harmless error but was in fact a prejudicial error;
- New evidence has become available, that was not available at the time of the formal TIX hearing, and could have had an effect on the outcome of the case;
- Conflict of interest or bias by the university TIX staff affected the outcome
- The sanction(s) are thought to be disproportionate to the violation(s)

- When must an appellant submit their appeal?

- 7 university business days after the summary of findings is sent to the parties

- Must the appellate officer meet with every witness and party to the case?

- How many days does the appellate officer have to render a decision on the appeal?