FORMAL GRIEVANCE INVESTIGATION AND HEARING PROCESS

Information Received and Outreach

TIX Office receives information.

TIX Office contacts IP to share information on resources, reporting options, and process.

Formal Complaint Signed

IP provides full statement and signs formal complaint and/or TIXC signs formal complaint requesting resolution through a formal investigation.

Behavior reported meets Policy definition of Prohibited Conduct.

NCO may be provided to both parties by the University.

RP is given notice and information on process and resources.

Parties may have an advisor during this process.

Active Investigation

Investigator meets with IP, RP, and witnesses separately and collects evidence through interviews and review of documentation and/or materials.

Evidence Review and Report Drafting

Investigation concludes and investigator drafts investigative report of all relevant information and is reviewed by the TIXC.

Investigative report and all evidence available for 10-day review and comment by IP/RP (and advisors) before becoming final.

Live Hearing

Prior to Hearing:

IP/RP and advisors are given all information that will be used at live hearing at least 10 days prior to hearing.

If not done already, IP/RP identify own advisor or University appoints one for live hearing.

During Hearing:

Hearing Facilitator and Decisionmaker oversees live hearing where parties can ask questions of each other and witnesses through their advisor.

Decision

After hearing, determination of responsibility made based upon relevant information present at hearing.

Sanctions assigned if RP is found responsible and remedies are issued to IP by TIXC.

Outcome shared with both parties.

Appeal

Under limited circumstance a party may appeal the finding and/or sanction. For more information about appeals please visit: https://www.newhaven.edu/about/title-ix/index.php

Informal Resolution may be considered at any point prior to the hearing

TIX = Title IX

TIXC = Title IX Coordinator

IP = Impacted Party

RP = Responding Party

Parties = IP/RP

NCO = No Contact Order