



THE ALTERNATIVE RESOLUTION PROCESS

BOTH PARTIES WANT TO PURSUE

Each Party gets a Notice of Investigation explaining the allegations and their rights. Either Party may request Alternative Resolution; however, Alternative Resolution may proceed only if both Parties and the Title IX Coordinator agree to participate.*

WRITTEN AGREEMENT TO PARTICIPATE

Both Parties learn more about the Alternative Resolution process and, if they still want to proceed, provide written acknowledgment that they understand their rights and agree to move forward.

FACILITATOR MEETS WITH COMPLAINANT

A trained facilitator meets with Complainant (and their advisor if they have one) to understand their desired outcomes.**

FACILITATOR MEETS WITH RESPONDENT

The same facilitator meets with the Respondent (and their advisor, if any) to discuss the Complainant's proposed terms and outcomes, identify any suggested changes, and determine which terms the Respondent agrees to or disputes.

ADDITIONAL MEETINGS (if necessary)

The facilitator continues to meet separately with the Complainant and Respondent (and their advisors, if any) to work toward mutually agreeable outcomes.***

BOTH PARTIES AGREE ON OUTCOMES

Written agreement that details the agreed-upon outcomes and sends a copy to each Party for their review and signature.

If both Parties sign the agreement, its terms become effective immediately.

The **Title IX & Inclusion Office** maintains a copy of the Agreement and monitors compliance. The matter is closed and cannot be pursued via the formal resolution process.

BOTH PARTIES DO NOT AGREE ON OUTCOMES
(or either Party declines to participate further in the process)

Alternative Resolution ends, and the formal resolution process (investigation, potential hearing, and optional appeal) starts or resumes.

COMMUNICATION & SUPPORT

The **Title IX & Inclusion Office** offers resources and supportive measures to both Parties throughout the Alternative Resolution Process.

Alternative Resolution is always optional – neither Party should feel any pressure to participate.

* The University maintains discretion to determine whether a matter is appropriate for Alternative Resolution.

** Complainant and Respondent never have to see or directly communicate with each other throughout this process.

*** At any point during the Alternative Resolution Process, either Party may decide to stop the Alternative Resolution Process and start or resume the formal resolution process.