

WHAT TO EXPECT

as a Respondent

Title IX is a segment of the Education Amendments of 1972 that prohibits exclusion or discrimination on the basis of sex from any federal funded education program or activity. **The Office of Institutional Equity & Access** (OIEA) at UT Southwestern has been empowered to process and investigate all allegations of Title IX violations. This includes allegations that if proven true could constitute **Title IX Sexual Harassment** as defined in UT Southwestern's Title IX Policy.

THE INVESTIGATOR

- An investigator will serve as a neutral third-party administrator who will gather and compile the factual allegations and available evidence in a case.
- The primary goal is to gather factual information through the course of this investigation.
- The investigator will ask difficult questions that will assist the parties in presenting all relevant facts with appropriate context to assist the hearing officer in evaluating the case.
- The investigator will gather all of the information and evidence gained during the course of an investigation and compile it into a written report.
- Each party will have an opportunity to review the written report before it is finalized.
- The investigator then provides the written report to a Title IX Hearing Officer who will render a final decision upon conclusion of a formal hearing.

INVESTIGATION PROCESS

- The investigator will meet with the Complainant, Respondent and Witnesses as part of the investigation.
- All parties involved will have an equal opportunity to discuss their knowledge of the situation, and provide any relevant documentation and names of witnesses pertaining to the matter.
- The investigator will meet with the witnesses identified by the Complainant and Respondent to the extent necessary for the investigators to conduct a fair and impartial investigation.
- The investigators may also call upon additional necessary witnesses that are identified through the course of the investigation.
- The investigator will review the evidence gathered throughout the course of the investigation process. As requested by the parties, the investigator will update the Complainant and Respondent about the status of the case throughout the course of the investigation.
- After the investigator completes the final written report, the case will be referred to the Title IX Hearing Office who is responsible for conducting a formal hearing.
- During the hearing, the Complainant and Respondent will have the opportunity to provide statements and answer questions from the Title IX Hearing Officer.
- Additionally, both the Complainant and Respondent will have the opportunity to cross-examine witness testimony through an Advisor.

WHAT YOU CAN DO

As a Respondent, you can:

- expect to receive a prompt, fair and impartial investigation.
- expect to receive information and ask questions pertaining to the Title IX Investigation process.
- expect to have an Advisor accompany the party to all meetings that the Respondent is requested to attend.
- expect to be informed of and have access to campus services and interim measures, including confidential resources.
- expect to be presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

HEARING & APPEAL

What to Expect in the Hearing and Appeal:

- The Title IX Hearing Officer will make a determination as to whether the Title IX Sexual Misconduct policy has been violated.
- The Hearing Officer will render a finding along with any relevant sanctions including discipline and/or other remedial measures deemed appropriate to resolve the complaint.
- Both parties will have a right to Appeal the determination of the Hearing Officer.

PRIVACY

Information received by the Office of Institutional Equity and Access will be handled with respect to privacy in accordance with the regulations established by the Family Educational Rights and Privacy Act (FERPA).

FOR MORE INFORMATION

Contact the Office of Institutional Equity & Access