PROCEDURE FOR RESOLVING REPORTS AGAINST FACULTY
Pursuant to the Dartmouth Sexual and Gender-Based Misconduct Policy*

If the answer to any of above is no, TIX does not have the jurisdiction and will refer to appropriate resources.

Individual makes a report.
- Title IX team ("TIX") determines jurisdiction by assessing:
  - Respondent’s relationship with the College,
  - Whether conduct falls within the Policy's scope, and
  - Whether the facts constitute a violation of the Policy.

If scope is determined, TIX will:
- Assess report,
- Address safety concerns,
- Discuss Complainant’s preference for resolution,
- Notify Parties of the Initial Assessment.

Resolution Options
TIX will propose either an informal or formal resolution process and provide Complainant and Respondent, if participating, with notice.

Investigation Process
The Report will be shared with the Complainant and Respondent; both may offer feedback, clarify information, etc., within 5 business days.

An Ad Hoc Hearing Committee ("AHHC") will be appointed by the Title IX Council to serve as a safeguard on the reliability and accuracy of the findings and conclusions. The report will also be shared with the AHHC, but they will not make any findings of responsibility or sanctions at this stage.

Investigation
The investigator will interview the Parties to gather relevant information and produce an Initial Investigation Report.

Final Investigation Report. After reviewing any additional information, the investigator will prepare a final report, which will include a finding and rationale as to whether the facts sufficiently support responsibility for a Policy violation.

Both parties will receive notification of the final report and the AHHC process for review of the findings and sanctioning, as appropriate.

Hearing Process & Decision
The AHHC will issue a written recommendation and rationale, which will include:
- findings of responsibility or non-responsibility and violation of the Policy;
- the recommended sanction, if any, and rationale; and
- include notification of the right to submit statements challenging the AHHC’s recommendation.

Sanctions
Sanctions may include, but are not limited to:
- warning,
- probation,
- suspension,
- termination,
- training,
- adjustment of responsibilities, and
- measures to protect health and safety.

There is a process for an appellate review by the Provost and, in the case of termination, a review by the President and Board of Trustees.

*Please refer to full policy and procedures at: https://sexual-respect.dartmouth.edu/compliance/dartmouth-policies-procedures