

INFORMAL RESOLUTION PROCESS

If you have filed a **Formal Complaint** about a community member, you may choose to proceed with an **Informal Resolution Process**. Both **Complainant** and **Respondent** must give voluntary, written consent. When the Informal Resolution Process is completed, the parties may not pursue Formal Resolution for the same matter.

Why would I choose to request an Informal Resolution?

The Informal Resolution Process provides a mechanism to resolve a Formal Complaint through the imposition of **individual & community remedies** designed to maintain or restore access to the **educational, extracurricular, and employment activities** at Dartmouth.

Potential remedies include targeted or broad-based **educational programming or training**, supported direct **conversation** or interaction with the Respondent, and /or indirect action by the Title IX Coordinator. An Informal Resolution will generally not be pursued where the conduct involves **severe or egregious forms** of Prohibited Conduct or in the case of quid pro quo sexual harassment by an employee.

Can I switch to a Formal Resolution Process?

Yes, though **any information** collected in an Informal Resolution can be used in a Formal one.

Will I have to interact directly with the Respondent?

No, Dartmouth will not compel a Complainant to engage in **mediation**, to **confront the Respondent** directly, or to participate in **any particular form** of informal resolution.

When is an Informal Resolution closed?

Once an **Informal Resolution** has been agreed upon by both parties and all requirements are completed the matter will generally be considered **closed**. Both parties will then receive **written notification** and the resolution will be considered final. Informal Resolution is **not a disciplinary action** and will not become a part of a student or employee's record outside of the Title IX Office.

