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

Resolution Options

- Informal Resolution Process includes interim remedial measures or community remedies and does not involve disciplinary action against a Respondent.
- Formal Resolution Process will occur if Complainant seeks it, or TIX determines it is necessary; includes interim remedial measures or community remedies and may involve disciplinary action against a Respondent.

Investigation Process

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

Determination & Decision

The CHRO will review the investigative findings to determine:
(1) whether there was a material procedural error that substantially impacted the outcome; and
(2) whether there was a rational basis, applying a preponderance of the evidence standard, for the finding.

The CHRO will review the report and prepare a written decision and rationale, confirming an outcome and appropriate sanction(s), if any. The CHRO may consult with TIX, HR, or the Respondent’s division or department head. This decision will be shared with the parties.

Sanctions

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

The decision of the CHRO is final.

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

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

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