Ohio University Sexual Harassment and Other Sexual Misconduct Grievance Process

Report made to ECRC

Intake meeting with complainant to explain process, offer supportive measures, and explain formal complaint options

Supportive measures are available to all parties throughout the process.

Complainant decides whether to file a formal complaint

Yes -> Assessment to determine if formal complaint will be dismissed under Title IX

No -> Complainant decides whether to file a formal complaint

Yes -> Title IX Coordinator decides whether to sign a formal complaint

No -> Case is closed. Supportive measures are continued.

Parties can appeal dismissal

Yes -> Parties and witnesses interviewed; evidence gathered

No -> Particles and witnesses interviewed; evidence gathered

Draft Investigative Report and all directly related evidence shared with parties for a minimum of 10 days

Hearing panelists deliberate and submit a written statement of finding to the Title IX Coordinator

Parties can submit appeal

No appeal

One or both parties appeal

Appeals Officer reviews all materials

Appeal denied

Appeal granted

The Title IX Coordinator may conduct a risk analysis to determine if an emergency removal of the respondent is necessary. If an emergency removal is implemented, the respondent may request a review meeting.

Parties can appeal dismissal

Yes -> Investigators assigned, Notice of Investigation and Allegations (NOIA) sent to all parties**, Initial Meeting with Respondent

No -> The delivery of the NOIA begins the grievance process. A good faith effort is made to complete the process within 90 business days.

**If more information is needed, the Complainant may be interviewed before the NOIA is sent.

Notice of Hearing sent to all parties no less than 10 days before hearing

Separate pre-hearing meetings held with parties

Finding and sanctions, if any, are final

Appeals Officer reviews all materials

Appeal denied

Appeal granted

Case remanded, new hearing ordered, or finding or sanction amended

*This assessment may happen at any point in the process.

**The delivery of the NOIA begins the grievance process. A good faith effort is made to complete the process within 90 business days.