TITLE IX & SEXUAL MISCONDUCT
INCIDENT REPORTING
GEORGIA COLLEGE

REPORT

Report received by the Title IX Coordinator

Title IX Coordinator or Designee emails the person making the report:
• Requests meeting
• Offers confidential resources

INVESTIGATION

Complainant or the Title IX Coordinator files formal complaint; if complaint falls under jurisdiction of Title IX, notice of investigation is issued

Title IX Investigator conducts interviews with the Complainant and responding parties and witnesses; reviews evidence: audio, video, photos, texts, social media; and prepares a draft Investigative Report on the facts of the case

The parties will review a draft Investigative Report and Evidence made available to Complainant and Respondent (“parties”)

CASE REVIEW PERIOD

Parties have ten (10) calendar days to review Draft Investigation Report and evidence; parties may submit any additions or corrections for the Investigator

Investigator reviews/evaluates new information submitted, if any, finalizes report, and presents it to both parties, who may submit a written response

*HEARING BODY

STUDENT AND EMPLOYEE RESPONDENT
*Hearing Panel - 3 person panel (w/alternate) composed of faculty and staff members appointed by the Hearing Officer holds live hearing; both parties present information and their advisors ask questions on their behalf.

The respective *hearing body considers all evidence and determines, by a preponderance of the evidence, whether a policy violation occurred

RESPONSIBLE

Written outcome simultaneously sent to both parties

NOT RESPONSIBLE

Written outcome simultaneously sent to both parties

APPEALS

Both parties have five (5) business days to appeal using the appeal process outlined in the BOR 6.7 Sexual Misconduct Policy

SANCTIONING PANEL

Parties may participate in person or in writing; panel recommends sanctions/disciplinary actions to Assistant Director of Employee Relations for implementation of final decision and communication of outcome to the parties

KEY

- Report
- Investigation (complaint)
- Case Review Period
- Sanctioning Panel
- Appeals

Effective Date: August 11, 2020: Revised March 24, 2022