

CONFIDENTIALITY

The University will keep confidential the identity of any individual who has made a disclosure or complaint of Prohibited Conduct including any individual who has made a disclosure or filed a formal report of prohibited conduct, any Reporting Party, any individual who has been disclosed as be the perpetrator of Prohibited Conduct, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Request for Anonymity

If a Complainant does not wish for their name to be shared, does not wish for an investigation to take place, or does not want a formal resolution to be pursued, the Complainant may make such a request. The Title IX Coordinator and/or Deputy Coordinators will then evaluate that request considering the University's duty to ensure the safety of the campus and comply with federal law.

In cases indicating pattern, predation, threat, weapons and/or violence, the University will likely be unable to honor a request for anonymity. In cases where the Complainant requests anonymity and the circumstances allow the University to honor that request, the University will offer supportive measures to the Reporting Party. It must be understood that this will be done to the extent possible based on the Reporting Party's limitations on privacy.

The University will take all reasonable and good faith steps to protect the privacy of individuals involved in a sexual harassment complaint, though privacy cannot be guaranteed. Only a small group of University employees who need to know will be told as appropriate to address the matter and offer support measures.