

EMERGENCY REMOVAL

If there is a consideration to remove a Respondent from the University's education program or activity on an emergency basis, this will occur only after the University has:

- Engaged in an individualized safety and risk analysis; and
- Determined if an immediate threat to the physical health or safety of other individuals arising from the allegations of sexual harassment justifies removal; and
- Provided the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

In circumstances where the Respondent is a non-student employee, the University may consider administrative leave during the pendency of the grievance process.

Violation of an emergency removal is grounds for expulsion or termination.

During an emergency removal period, a party may be denied access to University housing and/or the University campus/facilities/events, as determined by the Title IX Coordinator and/or a Deputy. This restriction can include attendance of classes and/or all other University activities. At the discretion of the Title IX Coordinator or Deputy, alternative coursework options or employment accommodations may be pursued to ensure as minimal an impact as possible on the individual.

If the University determines such removal is necessary, the Respondent will be provided notice and an opportunity to challenge the decision immediately following the removal, by notifying the Title IX Coordinator in writing. The University will designate an individual, not otherwise involved in the case, to consider the challenge to the removal and determine if the emergency removal was reasonable.