

# RESOLUTION PROCESS

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During the resolution process, the University will apply any provisions, rules, or practices equally to all Parties. Remedies must be provided to a Complainant when a Respondent is found responsible. Post determination remedies are designed to restore or preserve equal access to the University's education programs or activities; this may include the same individualized services described as "supportive measures" and can be disciplinary and/or a burden for the Respondent if found in violation of policy.

Both Parties will be provided with an equal opportunity to present relevant facts and relevant expert witnesses. The University will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence, and determine credibility without respect to a person's status as a Reporting Party, Respondent, or Witness.

## Withdrawal and/or Resignation Prior to Resolution

If a party withdraws and/or resigns from the University after being reported for sexual harassment and prior to final resolution, the University reserves the right to proceed with the resolution process. The Respondent will have the opportunity to participate in the resolution process. In some specific cases, the University may choose to place the case on hold pending the party's impending return to campus, in which case a notation will be placed on the party's University record and the party must resolve the issue before returning to the University in any capacity (e.g.: student, employee, volunteer, visitor, etc.).

The University will notify the Parties when applicable, if it will proceed with resolving the case or leave it open pending the Respondent's return. In circumstances when the University holds the case open pending the return of the Respondent, the University will attempt to resolve the case as promptly as possible upon the Respondent's return to campus. The University will attempt to follow the normal timeline established above. Any violations of University policies while the Respondent is separated from the University may result in the opening of additional conduct cases.