

University Policy

Volume G1:
Governance

G1.8
Sexual Harassment
Interim Policy

Responsible
Office:
Vice President for
Legal Affairs

Effective Date: 08/14/2020



Sexual Harassment
Interim Policy G1.8
Effective Date: 08/14/20

Responsible Officer: Director of Equal
Opportunity, Title IX, and Ethics
Responsible Office: Vice President for Legal
Affairs and General Counsel



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Responsible Officer: Director of Equal
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3. Formal Investigation

If the informal resolution process is not available, if it ends unsuccessfully, or if it is declined by one or both parties, the Formal Investigation stage will begin so long as the Complainant wishes to continue with the process. The Title IX Coordinator will serve as the Investigator in the Formal Investigation stage, unless a third-party is designated to conduct the investigation for good cause. The Title IX Coordinator will provide the Respondent 14 calendar days to respond in writing to the policy violation/s alleged in the Complaint. The Title IX Coordinator will promptly share the Complainant's and Respondent's responses with the Complainant and will be promptly shared with the Complainant. Any extension of time must be approved by the Title IX Coordinator.

The Formal Investigation will include interviewing the parties and relevant witnesses, and reviewing written statements, documents, records, and other communications as potential evidence. Students and employees are expected to cooperate with the investigation process, whether they are identified as a witness or as a Respondent in the process. Both the Complainant and Respondent are entitled to the following:

- < The right to have an Advisor of their choice accompany them to any meeting or proceeding, including the subsequent hearing.
- < The opportunity to identify and propose witnesses who can provide information about the alleged conduct at issue (excluding character witnesses).
- < The opportunity to submit evidence for consideration.

In addition, the University:

- < holds the burden of proof and the burden of gathering evidence in an investigation;
- < obtains the Complainant's and Respondent's voluntary, written consent;
- < may encourage the parties to keep the investigation as confidential as possible, but may not prohibit





filed by both the Complainant and Respondent) are permitted.

The University official or designee receiving the appeal is referred to as the appeals officer. The following describes the assignment of appeals officers:

- < For a case involving a student Complainant and student Respondent, the appeal will be made to the Vice President for Student Affairs or a designee.
- < For a case involving an employee Complainant and employee Respondent, the appeal will be made to the Vice President for one of the areas in which the employee works or a designee, to be determined by the University on a case by case basis.







Resolution Outside Northeastern

This policy establishes prompt, fair, and impartial procedures for responding to every sexual harassment complaint so that problems

DISCLAIMER