A Summary of the University’s Process for Responding to Complaints of Sexual Assault, Sexual Harassment, Stalking, Relationship Violence and Retaliation

The University is committed to a fair process for responding to complaints of sexual assault, sexual harassment, stalking, relationship violence and related retaliation. This summary describes the University’s general process.

1. The University’s Office of Equal Opportunity and Affirmative Action (EOAA) thoroughly investigates reports of sexual assault, sexual harassment, stalking, relationship violence and retaliation as a neutral party.

2. EOAA determines whether it is more likely than not that any of the University’s policies related to sexual assault, sexual harassment, stalking, relationship violence or retaliation have been violated. This is also known as a preponderance of the evidence standard.

3. EOAA forwards a report containing its investigative findings to the University’s Office for Student Conduct and Academic Integrity (OSCAI). OSCAI provides this report to the reporting and accused parties.

4. As part of the University’s informal resolution process, OSCAI informs both parties about: (1) the outcome of the EOAA investigation; and (2) a proposed resolution. If both parties agree to the outcome and proposed resolution, the University’s investigative process ends.

5. Either party may disagree with EOAA’s investigative outcome and/or OSCAI’s proposed resolution and opt to initiate the University’s formal resolution process. In this formal process, the parties are afforded a hearing before a panel drawn from the Campus Committee on Student Behavior.

6. Either party may appeal the hearing panel’s decision.

Both the reporting and accused parties may bring an advisor, advocate or support person to their meetings with EOAA and OSCAI. Advocates from the University’s Student Conflict Resolution Center are available to assist accused parties through the EOAA, OSCAI, hearing and appeal processes. Advocates from The Aurora Center are available to assist reporting parties through these processes.

Please note that the University prohibits retaliation. Retaliatory conduct includes any form of intimidation, reprisal or harassment against individuals for reporting or otherwise participating in a University investigation of sexual assault, sexual harassment, stalking, relationship violence or retaliation. It can also include sharing information about a complaint or investigation with other University members who do not have a need to know.
Relevant University Policies and Procedures

Here is a list of University policies and procedures related to complaints of sexual assault, sexual harassment, stalking, relationship violence and/or retaliation.

**Policies prohibiting sexual assault, sexual harassment, stalking, relationship violence and/or retaliation**

*Student Conduct Code:*
http://oscai.umn.edu/know-code/scc-simplified

*Sexual Assault, Stalking and Relationship Violence administrative policy:*
http://policy.umn.edu/Policies/Operations/Safety/SEXUALASSAULT.html

*Sexual Harassment policy:*
http://regents.umn.edu/sites/default/files/policies/SexHarassment.pdf

*Sexual Harassment administrative policy:*
http://policy.umn.edu/Policies/hr/HRMisc/SEXUALHARASSMENT.html

**Policies describing the University's procedures for responding to complaints of sexual assault, sexual harassment, stalking, relationship violence and/or retaliation**

*Student Conduct Code Procedure:*
http://policy.umn.edu/education/studentconductcode-proc01

*Resolving Alleged Student Conduct Code Violations administrative procedure:*
http://www.policy.umn.edu/Policies/Education/Student/STUDENTCONDUCTCODE.html

*Responding to Incidents of Sexual Assault, Stalking and Relationship Violence:*
http://policy.umn.edu/Policies/Operations/Safety/SEXUALASSAULT_PROC01.html

*Campus Committee on Student Behavior Hearing Procedures:*
http://www1.umn.edu/usenate/ccsb/ccsbprocedures.pdf

*Procedures for Appeals Under the Student Conduct Code:*
http://oscai.umn.edu/know-code/hearings-appeals