

**Summary of Aurora University Investigation and Resolution Procedures
for Resolving Alleged or Suspected Violations of the
Sex Discrimination, Sexual Misconduct and Interpersonal Violence Policy (“Policy”)**

Initial Assessment and Interim Measures: The Title IX Coordinator will assess the nature of the complaint, the safety of the involved individuals and of the campus community, and the necessity for any accommodations or protective measures to maintain the safety of the reporting party or the community.

Informal Resolution: Where appropriate and with the consent of all participating parties, the Title IX Coordinator will work to informally resolve complaints by taking immediate and corrective action to stop the misconduct, address its effects, and prevent recurrence without a formal investigation.

Formal Investigation: If informal resolution is not appropriate and/or successful, a prompt and thorough investigation will be conducted. The investigator(s) will be assigned by the Title IX Coordinator. Investigations typically consist of one or more interviews with the reporting party, the responding party, and any other witnesses and the gathering and analysis of relevant evidence.

Investigation Report: At the conclusion of the Formal Investigation, the investigator(s) will draft a summary of the investigation and provide it to the Title IX Coordinator. The Title IX Coordinator will review the report with both parties and provide them with the opportunity to identify any factual inaccuracies or misunderstandings contained within the report.

Findings and Sanctions: After the review of the Investigation Report and any resulting feedback, the investigator(s) will determine whether it is more likely than not that a violation of the Policy occurred and provide documentation of the finding to the Title IX Coordinator. Both parties will be notified of the finding and their right to appeal. If the investigator(s) determines that a Policy violation has occurred, the documentation provided to the Title IX Coordinator will also include any applicable sanction(s) and corrective actions(s). If the responding party is a faculty member, the sanctions will be recommended by the investigator(s) and reviewed by the Vice President for Academic Affairs prior to being provided to the Title IX Coordinator. The University may issue one or more of the following sanctions for violations of the Policy: *expulsion/termination of employment, suspension, loss of on-campus housing, loss of extracurricular privileges, no contact agreement, university referral, parental notification, restitution fines, restitution service, restriction of privileges or no-trespass directive, suspension of group recognition, registration hold, disciplinary probation, disciplinary admonition.* Both parties shall be notified of the sanction(s) and the date on which such sanctions go into effect.

Appeal: Either party may appeal the finding(s) and/or the sanction(s) by submitting a written request for appeal to the Vice President for Student Life (VPSL). Appeals are accepted on three grounds: (i) the existence of procedural error(s) significant enough to alter the outcome; (ii) the existence of new information that would substantially change the outcome of the finding; and/or (iii) the sanctions imposed are disproportionate to the violation. Upon receipt of a request, the VPSL (or designee) will determine whether the appeal satisfies the grounds for appeals and will notify the parties of this decision. If the VPSL determines that the appeal request satisfies the grounds for appeal, the VPSL will share the written appeal document with the other party who will then have three business days to submit a written response to the appeal. The VPSL may choose to (a) uphold the original decision, (b) remand the finding and/or sanction for further investigation or reconsideration, or (c) modify, augment, or eliminate the sanction. There is only one level of appeal and the appeal decision is final.

Additional Information: A complete copy of the University’s Investigation and Resolution Procedures may be accessed at www.aurora.edu/sexualmisconductresources, in the student and employee handbooks, or from Shaun Neitzel, Title IX Coordinator (sneitzel@aurora.edu, 630-844-6515).