YOUR RIGHTS DURING A CONDUCT CONFERENCE, FORMAL HEARING OR ADJUDICATIVE PROCESS

- To know in advance the names of all persons to be called.
- To have an advisor (one) of your choosing to accompany you throughout the investigative, administrative and adjudicative processes.
- To not have irrelevant sexual history presented or discussed.
- To be present and to speak on your own behalf and to pose questions to be asked of all participants.
- To have access to the investigation report, College policy, and any other materials presented as part of the adjudicative process.
- To not have to see or be in the presence of the person named in the complaint.
- To be informed of the outcome of the hearing and the process in a timely manner.
- To appeal the outcome of a conduct conference or formal hearing based upon the procedures used or new information unavailable during the proceedings.

The Title IX Office is committed to equality and fairness and is dedicated to providing information, resources and assistance to address, resolve and prevent all forms of sexual and gender-based harassment, including sexual violence, sexual assault, stalking, and intimate partner violence.

The Title IX Office respects the autonomy and dignity of all individuals, interacts with each individual without prejudice or presumption and seeks to protect to the extent possible the privacy of all members of the Oxy community.
• Have your information and information pertaining to the complaint kept private and made available only to individuals who have a direct need to know in order to assist, review, investigate, and bring about its resolution.

• An advisor to accompany you throughout the process and to be in attendance at all investigative, administrative and adjudicative meetings.

• Know the status of the complaint at any point in the process.

FILING A FORMAL COMPLAINT

When you decide to file a formal complaint, the Title IX Coordinator initiates a series of steps to address and resolve the complaint.

Complaints filed with the Title IX Office are typically resolved within 60 calendar days. That time may be extended due to parallel criminal investigations, school breaks, or other exceptions necessary for a fair, complete and thorough process.

When you file a formal complaint, the Title IX Coordinator conducts an initial assessment with you to determine:

• The health and safety of the individual(s) involved and the larger Occidental community, what steps are needed to mitigate the immediate impact of the incident and connect you with services and assistance.

• The best way to bring about a resolution of the complaint. There are two forms of resolution: informal and formal.

CHARACTERISTICS OF AN INFORMAL RESOLUTION

An informal resolution provides a wide range of measures to address and resolve a complaint, address its effects and prevent it from happening again. Informal resolution does not include discipline of another individual. Such measures can include:

• Education
• Training
• Changes to policies and procedures
• Mediation

CHARACTERISTICS OF A FORMAL RESOLUTION

A formal resolution includes the following components to address and resolve a complaint, address its effects and prevent it from happening again.

Investigation
This is conducted by one or two investigators. Investigators talk to all parties involved in the matter and any witnesses with first-hand knowledge or information.

Formal Hearing or Conduct Conference
This occurs when the Title IX Coordinator determines that the results of the investigation indicate a potential violation to College policy may have occurred. This is not a determination that the policy has been violated.

When you disclose an incident of sexual or intimate violence, you have a right to:

• Information and assistance with the following:
  - Academic program
  - Housing
  - Physical and/or mental health
  - Escorts on campus
  - Safety planning
  - Employment
  - Transportation

• Remedies tailored to your specific circumstance.

• Confidential resources and support. (Confidential support means that information you share may only be shared with another with your consent.)

• Speak and present information on your own behalf free from prejudice or presumption.

• File a police report and take legal action separate from and in addition to any Occidental College process.

• File a complaint that initiates an investigation and the College’s resolution process.

• Protection from retaliation for filing a complaint or participating in our process.