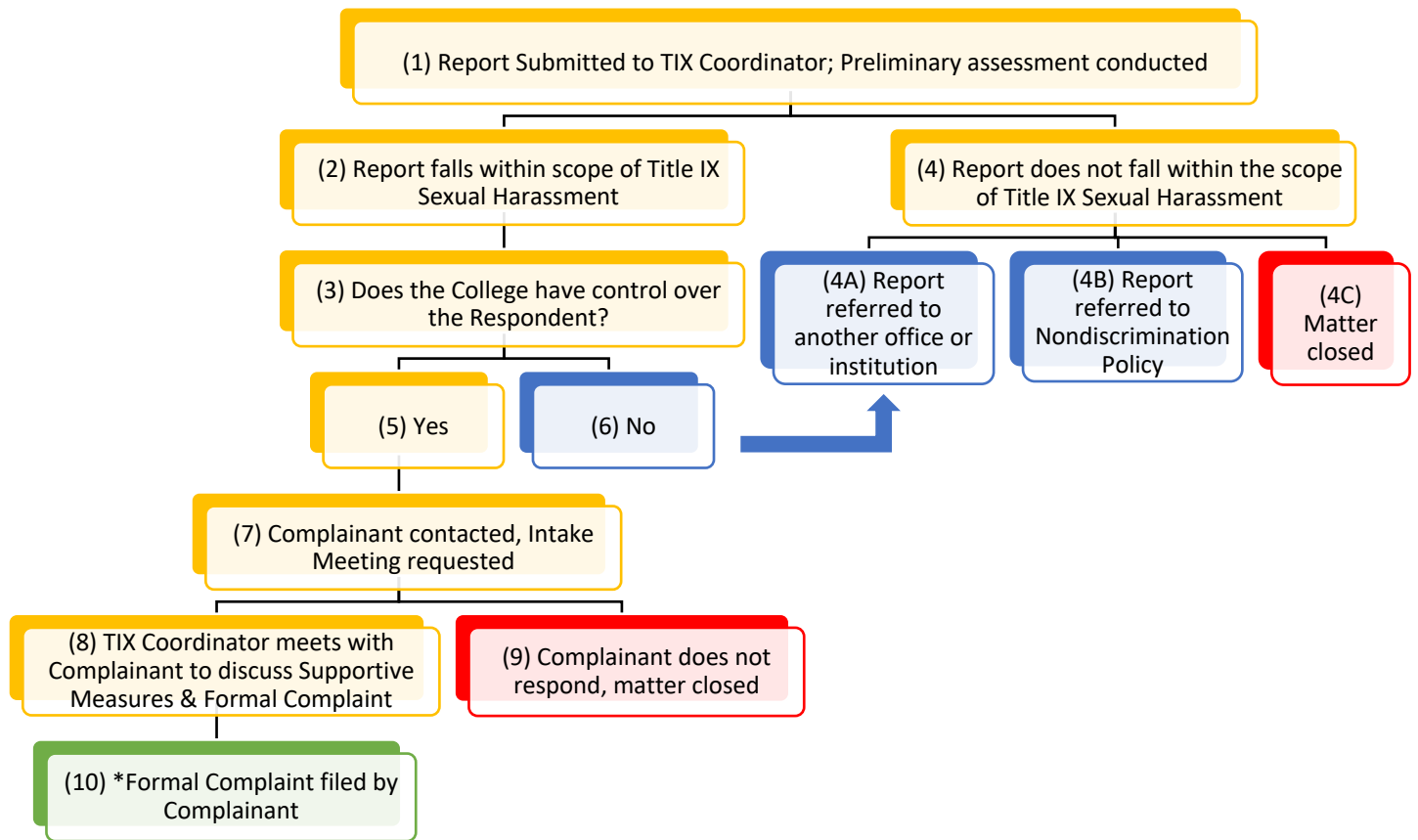
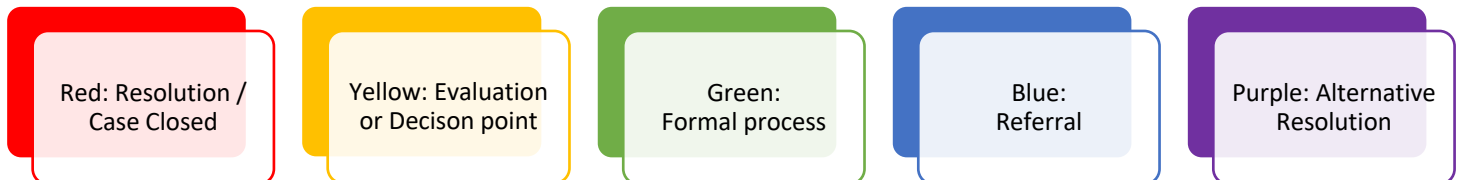


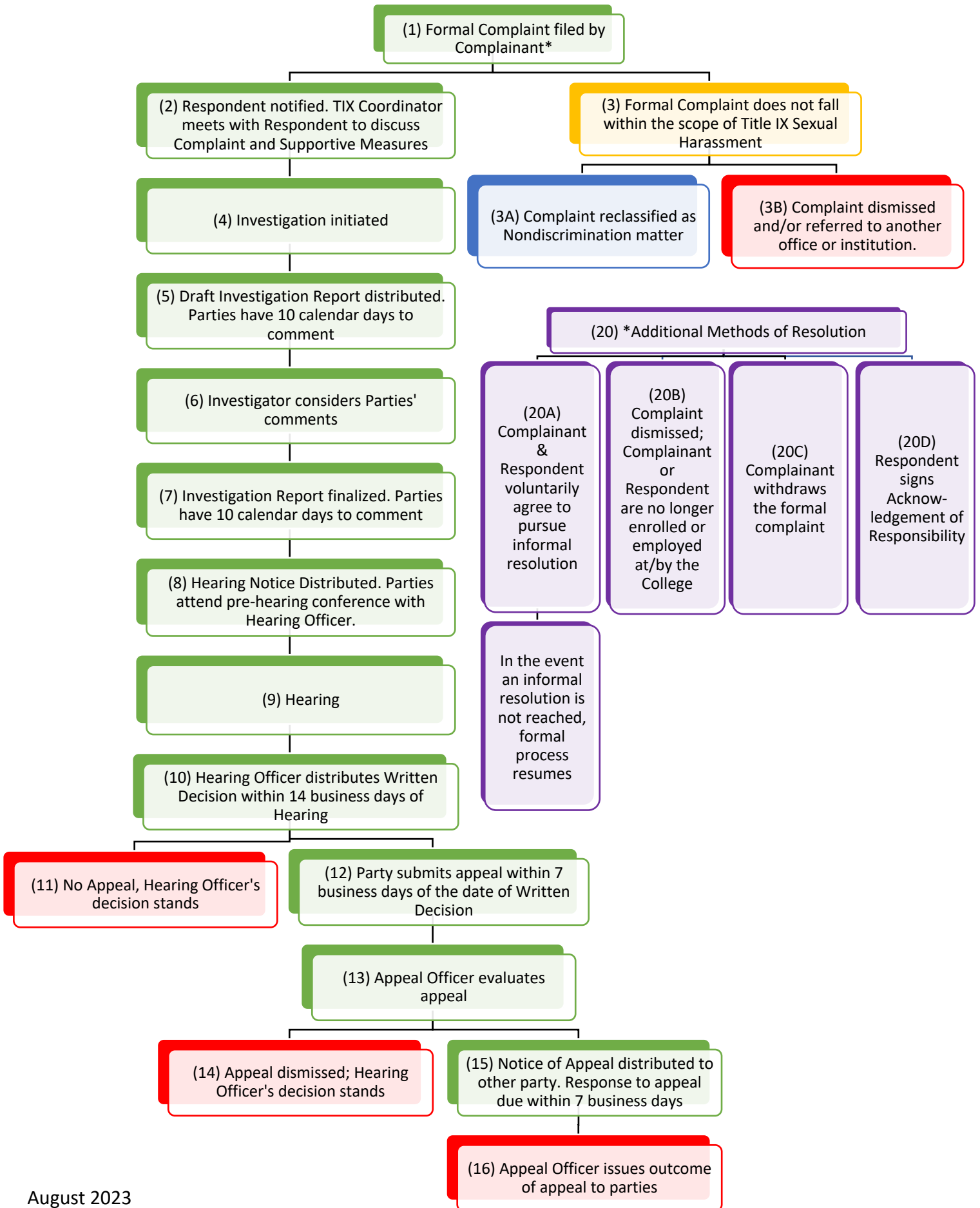
Rhode Island College | Title IX Sexual Harassment Policy | Reported Incident Flowchart



Color Codes



Rhode Island College | Title IX Sexual Harassment Policy | Formal Complaint Flowchart



Flow Chart Narrative: Reported Incident Flowchart

Step 1: Report submitted to TIX Coordinator, preliminary assessment conducted. Proceed to Step 2.

Step 2: Does the report fall within the scope of Title IX Sexual Harassment? If yes, proceed to Step 3. If no, proceed to Step 4.

Step 3: Does the College have control over the respondent? If yes, proceed to Step 5. If no, proceed to Step 6.

Step 4: If the report does not fall within the scope of Title IX Sexual Harassment, proceed to option 4A, 4B, or 4C.

4A: The report is referred to another office or institution.

4B: The report is referred to Nondiscrimination Policy, see Nondiscrimination Policy Flowchart.

4C: Matter closed.

Step 5: Potential complainant contacted, Intake Meeting requested. Proceed to Step 7.

Step 6: If the College does not have control over the respondent, proceed to Step 4A.

Step 7: If a meeting takes place, proceed to Step 8. If a meeting does not take place, proceed to Step 9.

Step 8: Title IX Coordinator meets with Complainant to discuss Supportive Measures & Formal Complaint. Proceed to Step 10.

Step 9: Complainant does not respond, matter closed.

Step 10: Title IX Coordinator receives a formal complaint filed by Complainant. Proceed to the Formal Complaint Flowchart.

Flow Chart Narrative: Formal Complaint Flowchart

Step 1. Formal Complaint filed by Complainant. If the complaint falls within the scope, proceed to Step 2. If the complaint does not fall within the scope of Title IX, proceed to Step 3. See Step 20 for a list of additional methods of resolution that fall outside the formal process.

Step 2. Respondent notified. TIX Coordinator meets with Respondent to discuss Complaint and Supportive Measures. Proceed to Step 4.

Step 3. The Formal Complaint does not fall within the scope of Title IX Sexual Harassment. Proceed to Step 3A or 3B.

3A: Complaint reclassified as Nondiscrimination matter.

3B: Complaint dismissed and/or referred to another office or institution.

Step 4: Investigation initiated. Proceed to Step 5.

Step 5: Draft Investigation Report distributed. Parties have 10 calendar days to comment. Proceed to Step 6.

Step 6: Investigator considers Parties' comments. Proceed to Step 7.

Step 7: Investigation Report finalized. Parties have 10 calendar days to comment. Proceed to Step 8.

Step 8: Hearing Notice Distributed. Parties attend pre-hearing conference with Hearing Officer. Proceed to Step 9.

Step 9. Hearing. Proceed to Step 10.

Step 10. Hearing Officer distributes Written Decision within 14 business days of Hearing. If an appeal is not filed, proceed to Step 11. If an appeal is filed, proceed to Step 12.

Step 11. No Appeal, Hearing Officer's decision stands.

Step 12. Party submits appeal within 7 business days of the date of Written Decision. Proceed to Step 13.

Step 13. Appeal Officer evaluates appeal. If the appeal is dismissed, proceed to Step 14. If the appeal is accepted, Proceed to Step 15.

Step 14. Appeal dismissed; Hearing Officer's decision stands.

Step 15. Notice of Appeal distributed to other party. Response to appeal due within 7 business days. Proceed to Step 16.

Step 16. Appeal Officer issues outcome of appeal to parties.

Flow Chart Narrative: Additional Methods of Resolution Flowchart

Step 20: Additional Methods of Resolution take place outside of the formal process. Four steps may be taken, including 20A, 20B, 20C, and 20D.

Step 20A: Complainant & Respondent voluntarily agree to pursue informal resolution. In the event an informal resolution is not reached, formal process resumes.

Step 20B: Complaint dismissed; Complainant or Respondent are no longer enrolled or employed at/by the College.

20C: Complainant withdraws the Formal Complaint

20D: Respondent signs Acknowledgement of Responsibility