Informal resolution is available to victims under certain limited circumstances.

2 Responsible employees must report known or suspected Sexual Misconduct.

3 The Title IX Coordinator makes a preliminary assessment of whether the report reasonably alleges a violation of the Policy.

The Title IX Coordinator selects the Investigator, who may be a deputy Title IX coordinator or another qualified individual.

Throughout the investigation, a support person may attend meetings and interviews for purposes of observation but may not participate in any way.

The Investigator makes findings based on the preponderance of evidence standard (whether it is more likely than not). The Investigatory Report does not contain sanctions.

Grounds for appeal include (1) procedural error, (2) new evidence, or (3) misstatement of material fact.

The non-appealing party may file an Opposition to the Factual Findings Appeal.

The appeal is conducted by a deputy Title IX coordinator, who can affirm or overturn the decision in the Investigatory Report, or remand the matter back to the Title IX Office for further review.

Committee composition is determined by the Respondent’s status at BYU (faculty, admin/staff employee, student, student employee, visitor). In cases of student Respondents, an HCO counselor is assigned and prepares a pre-sanctioning report.

The committee’s decision can include sanctions, permanent protective measures, program changes, or training.

Only the Respondent may appeal sanctions. Grounds for appeal include (1) disproportionate discipline or (2) procedural error.

The Sanctions Reviewer is determined by the Respondent’s status.

The final decision cannot be appealed.

This flowchart is a visual representation of the steps set out more completely in the Sexual Misconduct Policy.

To the extent there is any conflict between this flowchart and the Sexual Misconduct Policy, the Sexual Misconduct Policy governs.