

## Sexual Misconduct Policy - UTDBP3102

### SEC. 1 General Policy Statement

1.1 &80' =00AB0J >1&OI , B, C" , hB BV0BO' =00AB0J X0. ><< 0/ G< , 9C 997 , h0, A=97 , =/ H>A 970=G9>=< O=CC0, C0 1A00 1A>< /0 A9 9, m=- , BO/ >= BOI 9 , ...>A/ , =. O H 00 &00 ff >1 00/ 980A. /F. , m>= ~ < O=/ < O=CB>1 agf b W00 ff XH 898 ?A>89 0B/ 0 A9 9, m>= >= 00- , B0 >1 BOI 9 O/F. , m>= ?A>7A < B>A , . mG90BN&00 ( ffi>1 00° 09\$ 98CB ~ . C>1 agi d W00 ( ffiXH 898 ?A>89 0B BOI / 0 A9 9, m>= 9 O< ?h>J < O=0, =/ 00° , < ?FB%OI F, h( 9h0= . O. h9 9, m>= ~ . C W0 ( . ~ . 0M 9h0= . O~ 7, 9BC ) >< O= ~ . CW~ ) ~ XH=/ ° h0AJ ~ . 0%OI F, h< 0 >=/F. 0\$0C h9 m>=M , =/ >00A. >=/F. C?A>89 00/ F=/OAC00" >hJ H 9h=>C- O G>h0A 00/ , =/ H 9h- O BF- :O. CC> /0 9h9, AJ , . m>=P

1.2 &80' =00AB0J H 9h?A>< ?0j /0 9h90 , =J 9/ 09F, hB>A>A7 , =9, m>=BH 009 0B. >=0A-hH8> G9h 0 000" >hJ P&80' =00AB0J O=. >FA 70BJ>F G> ?A>< ?0j A0?>AC9. 9 O=CB0, C. >Fh' . >=BmF 0 G9h m>=B>1 000" >hJ G> 00 &00 ff ° >>A/ 9, G>A>A VB>F 09 O/ 9 %O. m>= c 0 >1 000 " >hJ X

1.3 Free Speech: ~ A00/>< >1 B?00. 8 , =/ ?A9. 9h0B>1 , . , /O< 9 1A00/>< , A0. O=0A hG> 00 < 009> =>1 9 BmF m>=B>1 89780A O/F. , m>=P° >=BmF m>= , h0j ?A>0. 0/ OI ?A009> . , ==>C- O . >=B9 OAO/ %OI F, hŽ B >=/F. CF=/OAC00" >hJ P

### SEC. 2 Applicability and Scope

2.1 Applicability: " >hJ , ??h0BC> , h0' =00AB0J , /< 9 00A G>ABM , . Fh0J M0C 2M0C /O=0M =/ 009/ ? , AmOBH 009 000' =00AB0J B. >=0A-hM. hF / 97 G00>AB , =/ , ??h9 , =CB1>A , /< 009> =>A O< ?h>J < O=0P0C , ??h0BC> . >=/F. CC0, C> . . FAB>= ' =00AB0J >H=O/ >A. >=0A-h0/ ?A0< 00BMA , = O/F. , m>= ?A>7A < >A , . mG0 9. hF / 97 ' =00AB0J B?>=B>AO/ >ABF??>A00/ OGO=0M F9/ 97B >H=O/ >A. >=0A-h0/ - J BCF/O=C>A7 , =9, m>=B>4 . 9 h0j A0. >7=90/ - J 000' =00AB0J MA>2 . , < ?FBH 80= 000. >=/F. C?>0=m h0j , 20. 0B , ?OAB>=B0/F. , m>= >A0< ?h>J < O=CH 00 000 ' =00AB0J >A?>0=m h0j ?>BOB , A0 >18, A< G< O< - OAB>1 000' =00AB0J . ><< F=0J P0C , hB , ??h0BA07, A/h0BB>1 000 70=/OAV0=/OA 9 O=m0j >ABOI F, h>A0=C m>= >1 000? , AmOBP

2.2 Prohibited Conduct under this Policy: %OI F, hŽ B >=/F. CW 898 9. hF / OB%OI " qm! t 0 è7\$, h0j Oh>00

%OI F, hŽ B >=/F. CŽ. 90=CB91>A< BCB0' =QABCJ >1CB09. 90=MH898, Hh>HBCB09BmFm>= C>  
?A>G90%F??>AmGO Ž 0, BFAOBWB>FC9=0/ 9 %0. m>= eB >1CB9" >hJXC> CB0° ><?h9, =C, =/  
/>OB=>C=0. OBB, A9) AOBfK9 CB099m m>= >1CB0i A9G, =. 0" A>. OBBWB>FC9=0/ 9 %0. m>= i >1  
CB9" >hJXp~ Hh° ><?h9, =CBH8> A0?>AC9. 90=CB>



CB, CCB0?OAB>=B9'O=mCJ H9h- OAO?>AO/ C> CBO & 010 ft ! 4 . OP

&80' =0A80J , =/ . >< < F=0J AOB>FA OB CB, C?A>G9'O . >=3/O=m hBOAG9OB, AOO

%F/O=C° >F=BOH7° O=COA

%% dP ``

%F/O=C/ O, hCB° O=COA

%% dP ``

“, hB~ AO, \$, ?O° ABB° O=COAW, h, B&\* X

&80 &FA=97" >9CW h =>M&\* X

Wf bXj j cSbef e

~ 6OA8>FAB80h?9-O Wf bXS &" S& t t

Wf bXj j cSbf df

Wf bXj j cSbf df W6OA\ >FABž FABO t 9-OX

Wf bXi daSf bfc WdSS>FA° ABB/ >09-OX

W `Xj j i Sf bfc WdSS>FA° ABB/ >09-OX

3.5 Immunity: f# , = O2>ACC> O=. >FA 7OAO?>Am=7 >1%OI F, hž B >=/F. CMB0' =0A80J < , J 7A =C  
9 < F=0J 1A< BC/F/O=C, =/R>AO< ?hJOO/ B 9 h, A, . m= C , ?OAB>= H8> , . CB 9 7>>/ 1, 08 9  
AO?>Am=7 , = 9. 9O=CMBh7 , ~ >A< , h° >< ?h 9-MAA?, Am 9, m=7 , i A0G, =.

H Q8 ?O>?h H 8> =00/ G ; =>HM . >< ?h =. O H Q8 G80h H MH 898 <, J 9. hf /O - FC Q =>Clx QO/ G G80 9-GOBm7, G-ABMH Q=OBBOBM >< ?h 9, =0\$OB? =>/O=0M, AmOB, /GQ>ABN80, A9-7 >4 . OAM /= G80, ??Oh CO >4 . OA 9, ??h 9, - hOP&80' =QOABQ H 9hC ; O, hAO, B=>, - hO BCQ?BC> O=BF AO G80AO Q => AOC h 9m=>, 7, 9-BCC80?, AmOB >A, =J >G80A?, Am 9, =CB 9 G80 9-GOBm7, m=> >A 9, =J >G80A?, AC >1 G80i AQG =. O " A. OBBP

SEC. 5 Resources and Assistance

5.1 Immediate Assistance:

' & ", h B " >h9O " O?, AC< O=C

Wf bXj j cSbbbb >Aga

%F/O=C " >F=BOh7 " O=COA

Wf bXj j cSbef e

%% dP ` `

~ 6OA8>FAB80h7h9OWf bXj S &" S& t t

%F/O=C/ O, h8 " O=COA

Wf bXj j cSbf df

%% dP ` `

Wf bXj j cSbf df W6OA/ >FABz FABO t 9-OX

" , h B " AO, \$, ?O " AQB " O=COAW, h B, B & \* X

Wf bXi daSf bfc WdSS>FA " AQB/ >O-OX

&80 &FA=97 " >9-CWh =>M&\* X

W ` Xj j i Sf bfc WdSS>FA " AQB/ >O-OX

aP Healthcare: f1J>F OI ?OAO=. O BOI F, hG9h0=. OM>F, AO O=. >FA 7O/ G BOO, 9 < O/9 CO < O/9, h, AOP hB>M/AOBOAG97 " z ~ OG9O=. O., = - O; OJ G 9O=m1J 97 G80?OA?OCA G-A 9, BOI F, hG9h0=. O., BOP( 9m< B., = F=/OA7>, < O/9, hOI, < G ?AOBOAGO?8JB9, hOG9O=. O H Q8 >AH Q8>FC?>h9O 9-G>hCO< O=CPf1?>BB9 hOM8B8>Fh - O />=O 9 < O/9 COh Pf1, = 9 < O/9 CO < O/9, hOI, < Q=>C?>BB9 hOM9/ Q9F, hB H 8> 8, GO OI ?OAO=. O/ , BOI F, h, BB, Fk <, J 8, GO, %OI F, h BB, Fk " >AO=B9 . I, < W% ` . X?OA1>A< O/ - J, %OI F, h BB, Fk z FABO . I, < 9-OA W% z . XH Q8 9 e /, JB W h ` 8>FABX>1 G80 9. 9 O=(P) Q8 G80 OI, < 9-OOB. >=BO=OM G80?8JB9, hOG9O=. O. >hO. CO/ /FA97 G8B < O/9, hOI, < ., = - OFBO/ 9, . A9 9, h 9-GOBm7, m=>N8>HOGOAM>F <, J AO. OQO, % ` . OGO= 9J>F . 8>>BO =>CC . >=C . C?>h9OP &> F=/OA7>, % ` . M7> /AO. Ch G G80 O< OA7O=. J /O?, AC< O=C>1 G80 =O, AOBC8>B? Q, hCB, C ?A>G9OB% ` . BOAG9OBP&OI, B/ O, h8 " AOB-JCOA9 =/ >B? Q, h" h => >A&OI, B/ O, h8 " AOB-JCOA9 =/ >B? Q, h", h B >2OAB% ` . BOAG9OB, =/ , AO h., CO/ H Q8 9 a` < 9OB>1 G80 ' &" ., < ?FBP` // 9m=>, h h M & " , h B BCF/O=CB, =/ BC 2 <, J >- C 9, % ` . OI, < , CC80 %F/O=C/ O, h8 " O=COA/FA97 =>A<, h- FB9-OB8>FAB, C=>. >BCP >A< >AO 9-1>A<, m=>M . >=C . CG80 %F/O=C/ O, h8 " O=COA, CWf bXj j cSbf df >ABOO 8E?BORFC/, h BFO/FR 8O, h8. O=COAB, =OP+>F, AO BCA=>7h O=. >FA 7O/ G BOO, < O/9, h., AO OGO= 9J>F /> =>C ?h = G AO@FOBC, % ` . >AAO?>ACC80, BB, FkC> G80?>h9OP+>F <, J - O?AOB A9 O/ < O/9, m=>BC> ?ACGO=CBOI F, h h CA =B< Q O/ 9-10. m=>B, =/R>A?AO7=, =. JM A?A>G9O/ >G80A < O/9, hAO, G< O=CP

~ >A< >AO 9-1>A<, m=>=, ->FCC80% ` . NBOO 8E?BORH H H RCOI, B, E >A-OJ 7O=OA hf>GR3hOBR GER BOI F, h, BB, Fk OI, < 9, m=>P/ 1P&80. >BC>1 G80 1>AO=B9 ?>Am=> >1 G80 OI, < Q. >GOAO/ - J G80 h H O=1>A O< O=C, 7O=. J C8, C8 9-GOBm7, m=7 G80, BB, Fk >AM. , BOB 9 H 898, AO?>AC H 9h=>C- O <, /O G G80?>h9OM80 &OI, B " O?, AC< O=C>1" F-h 9 % 10CP&8B/>OB=>C 9. hf /O 100BAOh CO/ G < O/9, hAO, G< O=CC8, C, AO =>C, ?, AC>1 G80% ` . P

bP Police Assistance: f1J>F OI ?OAO=. O/ >AH Q=OBBO/ BOI F, h< Q =>/F. OM80' =QOABQ

O=. >FA 70BJ>F G < , ; 0 , A0?>ACG C80?>H9OP&80?>H9O < , J M P CFA=MB8, A0J>FAA0?>AC  
H Q8 C80 & Q10 ff ! 4 . OMH Q8 C80 Cl . 0?m>= >1H80= J>F FBO , ?BOF/>=J< 1>A< F=/OAC80  
° >/O>1° A9 9, h" A. O/FAO 1>A9. 9O=C>1BOI F, h, BB Fk0MBC h 97M, < 9J G910=. OMl=/  
8F< , = CA 4 . ; 97Pff C8>BO 9BC =. OBNH 80AO , ?BOF/>=J< 1>A< 9 FBO/M80?>H9O H 9h=>h  
A0?>ACC80 Cl?0 >19. 9O=CC> C80 & Q10 ff ° >>A/9, G>A-FC=>C, =J 91>A< , m>= 9O=mU 97  
J>FP

~ ?>H9O/O?, AC< O=CB 70>7A ?89 :FA9/9m>= /O?O=/B>= H 80AO C80 9. 9O=C>. . FAO/P  
&8FBM C80 9. 9O=C>. . FAO/ >= C80' = QOABQ , , <?FBM>F < , J 310, A0?>ACH Q8 C80  
' = QOABQ >1&Cl , B, C" , Hh B" >H9O " O?, AC< O=C-J . , Hh 7 Wf bXj j cSobbb >A9 ?OAB=> , C  
' & " , Hh B" >H9O 80, /@F, ACOAB, Cj `` ) P° , <?-Oth\$>, /M" aaM\$98, A/B=>M&\* fe`j` M  
OGO= 9 m< 08, B?, BBO/ B9. O C80 9. 9O=C>. . FAO/P&80' & " , Hh B" >H9O " O?, AC< O=C. , =  
, Hh> , BBQCH Q8 319-7 , =J ?A>CO. mGO >A/OABP° >A< >AO 91>A< , m>= A07, A/97 ?A>CO. mGO  
>A/OABMBOO [8E ?BORHHHRCI , B E >A=OJ 70=OA, H7>GR GER?A>CO. mGOS>A/OABP](#)

\$0?>Am=7 , = 9. 9O=CC> h H O=1>A O< O=C/>OB=>C< O, = C80 . , BO H 9h, FC< , m , Hh 7> G  
. A9 9, hCA9h>A7> C8A>F78 , i AOG =. O" A. OBBPfi C80' = QOABQ ?>H9O, AO . , HhO/M ?>H9O  
>4 . OAH 9h- O BO=CC> C80 B O=O G> C ;

5.2 Support ve Measures:  $\angle A = \angle C$ ,  $\angle B = \angle D$ ,  $\angle E = \angle F$ ,  $\angle G = \angle H$ ,  $\angle I = \angle J$ ,  $\angle K = \angle L$ ,  $\angle M = \angle N$ ,  $\angle O = \angle P$ ,  $\angle Q = \angle R$ ,  $\angle S = \angle T$ ,  $\angle U = \angle V$ ,  $\angle W = \angle X$ ,  $\angle Y = \angle Z$

## 6.2 Formal Complaints Against Students and Employees

aP Applicability of the Grievance Process: &801 AOG = 0" A. OBB 9 CB" >HJ , ??HOBG CBO  
1>H>H 97 BCF, m=>BO

aP Students: &801 AOG = 0" A. OBB 9 %O. m=>Bi B C i Pa >1CB" >HJ , ??HOB 9 CBO  
9BC = OBH80AO CBO \$OB? >=/O=CB, BCF/O=CVA. HF/97 BCF/O=CO< ?hJOOBX, CBO  
' = OABO, CBO m< O>1CBO, H070/ . >=/F. C, =/ H80AO CBO. >=/F. C, H070/  
9. HF/OB%OI F, h' , A BB< O=CF =, HOA, mGO1 AOG = 0" A. OBB 9 %O. m=> i Pa b >1CB  
" >HJ , ??HOB 9 9BC = OBH80AO CBO \$OB? >=/O=CB, BCF/O=C, CBO m< O>1CBO  
, H070/ . >=/F. C, =/ H80AO CBO. >=/F. C, H070/ />OB=>C9. HF/O%OI F, h' , A BB< O=CF

bP Employees - Faculty and Staf : ~>AO< ?hJOOBBO1 AOG = 0" A. OBB 9 CB" >HJ  
>=H , ??HOBH80AO, H>1CBO 1>H>H 97. >=/9m=>B, AO< COO

aP &80 \$OB? >=/O=CB, = O< ?hJOO, CBO' = OABO, CBO m< O>1CBO, H070/  
. >=/F. ON

bP &80. >=/F. C, H070/ 9. HF/OB%OI F, h' , A BB< O=CF=/OACB" >HJN

cP &80, H070/ . >=/F. C>. . FAO/ , 7, 9BC, ?OAB=> 9 CBO' =O/ %C COBN, =/

dP ) 80AO CBO ° >< ?h 9, =CH, B?, Am 9, m=7 >A, EO< ?m=7 G ? , Am 9, CO 9, =  
O/F. , m=> ?A7A < >A, . mGO, CBO' = OABO P&8B O1O< O=CB< OC9 CBO  
. >=/F. C>. . FAO/ 9, =J >1CBO 1>H>H 97O>=, =J' = OABO ?A?OACIN/FA97  
, =J' = OABO, . mGO N9, - F9/97 >H=O/ >A. >=CA-H0/ -J , BCF/O=C  
>A7, =9, m=> CB, CB>4. 9 H AD. >7=9O/ -J CBO' = OABO IN>A 9 9BC = OB  
H80AO CBO' = OABO OI OA BO/ BF- BC, =m h. >=CA>h>GOA CBO \$OB? >=/O=C, =/  
CBO. >=COI C9 H898 CBO, H070/ . >=/F. C>. . FAO/P

f# , H>CBOA 9BC = OBMH07, m=>B>1%OI F, hZ B >=/F. CWA>CBOA, H07, m=>B  
>1" A-89 O/ ° >=/F. C9 CB" >HJMA. HF/97 ~, 9FAO G \$O?>AC1>A  
\$OB?>=B9 H0, < ?hJOOBXH 9h- O8, =/H0/ 9, ... >A', =. O H Q3 CBO  
z >=/B A9 9, m=> " >HJ W&" " c` g` X

cP &> - O79 CBO1 AOG = 0" A. OBBMBO ° >< ?h 9, =C< FBCB9=, ~>A<, h° >< ?h 9C  
VO&F OBM=7, = 9GOBM7, m=>X, =/ BF- < QQC CBO &QO ff ° >>A/ 9, C-AP&80  
° >< ?h 9, =C< FBCBF- < Q, HAE O= BC, CO< O=CBOn =7 >FCBO; =>H= /OC, 9B>1CBO  
, H070/ . >=/F. CB, CB CBO BF- :O. C>1CBO ~>A<, h° >< ?h 9, =O9. HF/97 CBO  
1>H>H 97O

k ° >< ?h 9, =CB=, < O, =/ . >=C. C91>A<, m=>N

k \$OB? >=/O=CB=, < ON

k " OC 90/ /OB A9 m=> >1CBO, H070/ . >=/F. C>AOGO=CB, CB CBO -, B9>1CBO  
, H070/ G9h m=> F=/OACB" >HJN

k ", COBX, =/ h. , m=>VBX>1CBO, H070/ >. . FAO=. OBMN

k ž , < OB>1, =J H Q=OBBOBG CBO, H070/ >. . FAO=. OBMNCBO AOB>Hf m=> B>F78CP

&80 ° >< ?h 9, =C< , J , H> BF- < Q, =J />. F< O=CB>A91>A<, m=> CB, CB



AOIG =CG> CBO ~ >A<, h° >< ?h 9P

&80 &90 ff ° >>A/9, C>A<, J, hB> B97=, ~ >A<, h° >< ?h 9C, 7, 9BC,  
\$OB?>=/O=CVD@FOBm=7, = 9GOBm7, m>=X, =/ 9 />97 B> H9h99h CO CBO  
I AOG, =. O" A. OBBPfi CBO. >< ?h 9CB, 7, 9BCCBO %O=9A" 9O. C>AR&90 ff  
° >>A/9, C>AMBO. >< ?h 9C<, J - O BF - < 9O/ C> CBO ( 9O" AOB9O=C, =/ ° 891  
>1% 2P

dP Ż, =/, C>AJ, =/ " 9 AOm=, AJ ~ >A<, h° >< ?h 9C" 9< 9B, hBO

aP ' =/OA&90 ff A07Fh m>=BM=9OAB9OB, AOAO@F 9O/ C> / 9m=7F 9B - OGHOO=  
?A>89 9D/ . >=/F. CCB, C9]F=/OA&90 ff ], =/ ?A>89 9D/ . >=/F. CCB, C9,  
G9>h m>= >1F=9OAB9 ?>h9JP' =/OA&90 ff MBO' =9OAB9 < FBC/ 9< 9B,  
~ >A<, h° >< ?h 9C>A CBO?, AC>1 CBO, h07, m>=B9, ~ >A<, h° >< ?h 9CMA  
, ??h9, - hNMH 8OAOO

k %OI F, h/ , A BB< O=C9, h07O/ , =/ H 8OAOO

aP &80. >=/F. C, h07O/ />OB=>C< OCCCBO /O3=9m>= >1%OI F, h  
/ , A BB< O=CN

bP &80, h07O/ . >=/F. C/9' =>C>.. FA9 CBO' =9OAB9' BO/F. , m>=  
?A>7A < >A, . mG9JN>AM

cP &80, h07O/ . >=/F. C/9' =>C>.. FA, 7, 9BC, ?OAB>= 9 CBO  
' =9D/ %C COBP

~ / 9< 9B, hF=/OAC9B?A>G99= >=hJ, ??h9BC>, h07, m>=B>1  
%OI F, h/ , A BB< O=CF=/OA&90 ff Pf# BF. 8, = 9BC =. OMBO  
' =9OAB9 <, J Brh9GOBm7, CO, ~ >A<, h° >< ?h 9C1>A  
, h07, m>=B>1%OI F, h/ , A BB< O=C>A>CBOA?A>89 9D/ . >=/F. C  
F=/OAC9B" >h9JP&80' =9OAB9 <, J, hB> 9GOBm7, CO  
, h07, m>=B>1?A>89 9D/ . >=/F. CF=/OAC9B" >h9J - FC9H9h  
=>CCO. 8=9, hJ - O]F=/OA&90 ff P

bP &80' =9OAB9 <, J / 9< 9B, ~ >A<, h° >< ?h 9CMB9B/ 9 AOm=MF=/OAC9B  
" >h9J B i AOG, =. O" A. OBB1>A, =J >1 CBO 1>h>H 97. 9A F< BC =. OBO

k fi CBO ° >< ?h 9, =CAO@FOCB 9 HA9m=7 C> / 9< 9B, ~ >A<, h° >< ?h 9C  
WP7PH 9B/A HBCBO ~ >A<, h° >< ?h 9C>A, =J, h07, m>=BCBOAO9XMB  
>F09O/ 9 %O. m>= d >1 C9B" >h9JN

k fi CBO \$OB?>=/O=CH, B, = O< ?h9JO, =/ 9=> h>=7OA0< ?h9JO/ - J CBO  
' =9OAB9, CCBO m< O CBO ~ >A<, h° >< ?h 9CB 3hO/N

k ~ =J B?O. 9. 9A F< BC =. OBCB, C?AOG=CCBO' =9OAB9 1A< 7, CBOA9-7  
OG9O=. OBF4. 9=CG> AO, . 8, /OAO< 9, m>=, B> CBO ~ >A<, h  
° >< ?h 9C>A, =J, h07, m>=BCBOAO9N>A

k &80. >=/F. C, h07O/ />OB=>C< OCCCBO /O3=9m>= >1, =J ?A>89 9D/  
. >=/F. CF=/OAC9B" >h9JP

cP fl CBO' = QOABOJ / Q< QBOB, ~ >A<, h° >< ?h 9 CMB0' = QOABOJ < FBC?A>G9' O  
->C3?, AmOB, HAE O= =>m O>1CBO / Q< QB, h, =/ CBO AO, B=>B1>ACBO  
/ Q< QB, IP

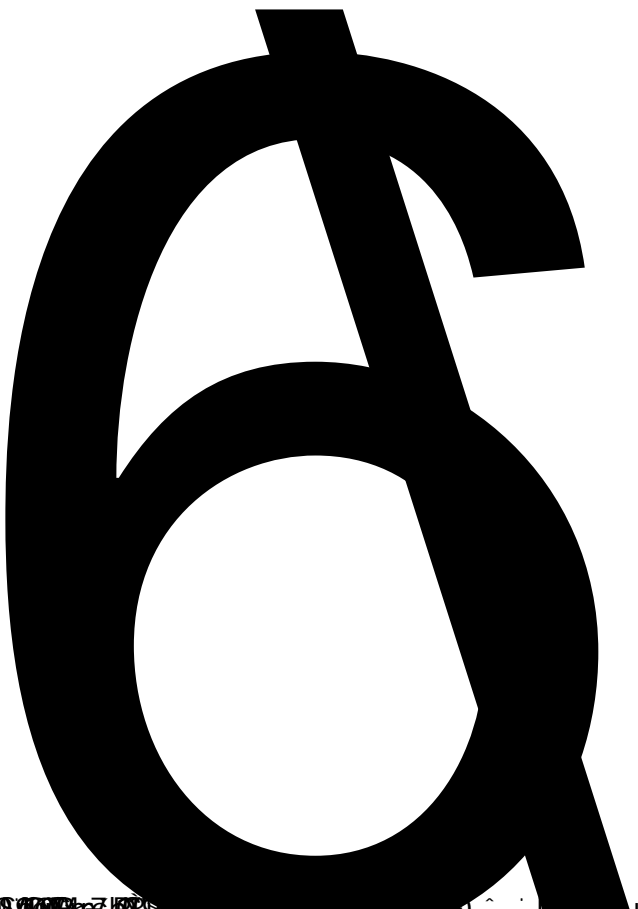
dP ° >=. FAO=C° A9 9, h>A° Q9" A. OO/ 97BP&80' = QOABOJ H9h=>CMB, <, E OA  
>1. >FABOMH, Q1>ACBO >FC >< O>1, . >=. FAO=C. A9 9, h>A. Q9.FBm O  
?A. OO/ 97 G C; O, . m>=>=, ~ >A<, h° >< ?h 9 C9, ' = QOABOJ | AOG, =. O  
" A. OBBP&80' = QOABOJ 8, B, = 9/0?0=/O=C/FCJ G AOB?>=/ G ~ >A<, h  
° >< ?h 9 C>1%OI F, hZ B >=/F. P° CCBO' = QOABOJ \B / Q AOm=>MBO  
' = QOABOJ <, J / Oh J CBO 9 GOBm7, m>=>A | AOG, =. O" A. OBB1>A, - A01?OA9 /

C/OV gu i 1/FOG> . >=. FAO=C. A9 9, h>A. Q9?A. OO/ 97B>=, ., BOS JS, BO-, BPP

### 6.3 Write Notice of the Formal Complaint, and Notification of University Offices Offering Assistance

~ 600C380?97# C3, C0, ONFAV7, 9 CMB0 & 910 \$ ! 4. OH 97A>G9 G< PHAE O= =>m O G CBO?, AmOB  
>1CBO ~ >A<, h° >< ?h 9 C, =/ , G, 9, - 10' = QOABOJ AOB>FA OB, =/ , BPPC, =. OP&80 HAE O= =>m O>1  
CBO ~ >A<, h° >< ?h 9 CH 9 9. IF / O CBO 1>h>H 9 70

A M ~ =>m AOG, CBOBMAO)CE..N A S CMB, >F10e5 9 C9" >19 UN -i / 9h 9 f HfQ t G  
t o C O B m Mal. Camp C in 1 CBO, h07 Fr >A MB C, C?>CO=m hJ . >=BmFCO?A>89 QO/ . >=/F. CF=/OAC8B" >19 JM  
9. IF / 9 7 BF4 . Q=C/OC 9B, ->FCCBO, h07O/ . >=/F. OVA. IF / 9 7 CBO 9 O=mCJ >1CBO?, AmOBMA  
>KG> \$ IO 9A> . CBN=1007A30EJ; 100BMA30E8, =/ H B, / B = VB3# "Mi U ê mB, y QOAB2A - 1b ú " é



80 f<sub>i</sub> > A<sub>k</sub>, h\$



>4 . OACBA>F78 C80 >4 . O . >>A'9, m=7 C80 80, A9-7 H Q89 d / , JB, 6OA=>m O >1 C80 90=mCJ  
>1 C80 80, A9-7 >4 . OAM=/ < FBCBC, CO C80 AO, B>=B1>AC80 . 8, h0=70P&80 80, A9-7 >4 . OAH 9h  
- O C80 B>h0:F/70 >1 H 80C80A 80 >AB80 . , = BOAGO H Q8 1, 9=OBBV? , Am hCJM=/ >- :O. mGQJP  
f# C80 OGO=CC8, CC80 80, A9-7 >4 . OAAO. FBOB C80< B0rGOBm= , h0A=, mGO 80, A9-7 >4 . OAH 9h  
- O, BB9=O/ 9 , ... >A/ , =. O H Q8 C80 9BmF m=>B?A>. O/FAOBP

dP Hearing Of cer Dut es at the Hearing: &80 80, A9-7 >4 . OAH 9hAFh0 >= , h?A>. O/FA h  
< , E OAB, =/ >= >- :O. m=>BA07, A'9-7 Ol 89 Q8 , =/ COBm< >=J >1?, Am 9 , =CB, CC80 80, A9-7M  
< , J @FOBm=>? , Am 9 , =CBH 8> COBmU , CC80 80, A9-7M=/ B0=m00/ C> 8, GO C80 , /G9O , =/  
, BB9C =. O >1h07, h. >F=BOh1A>< C80! 4 . O >1i O=OA h' >F=BOh>1 C80' R&P%BCO< P

eP Access to Evidence: , . 8?, ACJ H 9h8, GO , . OBB C> , h>1 C80 OG9O=. O 1A< C80  
9GOBm7, m=>M9. Hf/9-7 , . >?J >1 C80 . >< ?h00/ 9GOBm7, m=> A0?>AMIB>F09-O/ 9 %O. m=>=  
i RvX9 C8B" >h9JP

i P Separate Rooms and Virtual Part cipat on: ~ CC80 AO@FOBC>1 O980A?, ACJM80' =QOABQJ  
H 9h?A>G9O C80 80, A9-7 C> >. . FAH Q8 C80?, AmOBh> , CO/ 9 BO?, A COA>> BH Q8  
CO. 8=>h7J O=, - h-7 C80 80, A9-7 >4 . OA, =/ C80?, AmOB C> B9 FhC =O>FBh BCO , =/ 80, AC80  
?, Am 9 , =CB, =BH OA9-7 @FOBm=>B", Am 9 , =CB< , J , ??O, A, CC80 80, A9-7 G9C, h0JM=/ , AO  
=>CAO@F9O/ C> - O?8JB9, h0 ?AOBO=C, CC80 B < O?8JB9, h0 . , m=> >1 C80 80, A9-7P

f P University Representat ve Role: &80' =QOABQJ AO?AOBO=C, mGO H 9h?AOBO=C9-1>A< , m=>=  
A07, A'9-7 C80 . , BO, CC80 80, A9-7 , =/ H 9h8, GO C80 , - 9CJ C> ?AOBO=C9-1>A< , m=> , =/  
H Q=OBBOBmF0Bm=> H Q=OBBOBm=/ ?A>G9O >?O=9-7 , =/ . h>B9-7 BC CO< O=CB, CC80 80, A9-7P

j P , . 8?, ACJ < , J < , ; O>?O=9-7 , =/ . h>B9-7 BC CO< O=CB

gP Privileged Informat on Excluded: ž > ?OAB>= H 9h- O AO@F9O/ C> / B h>BO 9-1>A< , m=>=  
?A>CO. CO/ F=/OA, h07, h0 AO. >7=9O/ ?A9070P&80 80, A9-7 >4 . OA< FBC=>C, h0H 9-C  
OG9O=. O >AAOH F?>= , =J @FOBm=>B>AOG9O=. O C8, C< , J AO@F9O >ABCO, / B h>BFAO >1  
BF. 8 9-1>A< , m=>Mf=h0BB C80?OAB>= 8>h/9-7 C80?A9070 8, BH, QO/ C80?A9070P&8B  
9. Hf/OB 9-1>A< , m=>?A>CO. CO/ - J C80, E >A=OJS h0=C?A9070P

a` P Advisor of Choice: , . 8?, ACJ < , J 8, GO , = , /G9>A>1 C809A. 8>9O, CC80 80, A9-7Pfi , ? , ACJ  
>OB=>C8, GO , = , /G9>AM80' =QOABQJ H 9h?A>G9O >=OP /G9>AB, AO=>C?OA< Q O/ C>  
, . mGOh ? , Am 9 , CO 9 C80 80, A9-7M0I . O?C1>A, B 9-7 @FOBm=>B>1 C80 >C80A?, ACJ , =/ , =J  
>C80AH Q=OBBOBf# , // 9m=>MH Q=OBBOB< , J 8, GO , = , /G9>A>1 C809A. 8>9O, CC80 80, A9-7P

any of the hearing: &80 80, A9-7 >4 . OA< , JMCC80 80, A9-7  
>4 . OAB/ B AOm=>MIB @FOBm=>B/FA9-7 C80 80, A9-7 >1, =J ? , ACJ t , # ^ C=OBBOL=/ < FQ 71, %

CB0, /G@AB@FOBm=> B A0rOG, =CG> CB0, H070/ . >=/F. C. 8, A70BP

I fl CB0 80, A9-7 >4 . OAAf h0B CB0, /G@AB@FOBm=>, B=>CA0rOG, =MBO= CB0 80, A9-7 >4 . OA< FBCOI ?h 9, =J /O. B9=> G> OI. If/O, @FOBm=>, B=>CA0rOG, =Pf1 CB0 80, A9-7 >4 . OA, H>HBCB0 @FOBm=>, B A0rOG, =MBO?, Am 9, =CH 9h, =BH OA 9P

" A9A%OI F, h/ B>AJO ° >< ?h 9, =CBBOI F, h?AO/ B?>B9m=> >A?A9ABOI F, h- 08, G9A, AO =>C A0rOG, =COI . O?CH80AO @FOBm=>B, =/ OG9O=. O, ->FC, ° >< ?h 9, =CB?A9ABOI F, h- 08, G9A, AO >20AO/ G> ?A>GO CB, CB>< O>=O >CB0ACB, = CB0 \$OB?>=/O=C. >< < 9 O/ CB0, H070/ . >=/F. C. 8, A70/ -J CB0 ° >< ?h 9, =C>A9 CB0 @FOBm=>B>AOG9O=. O. >=. OA= B?O. B. 9. 9O=CB>1CB0 ° >< ?h 9, =CB?A9ABOI F, h- 08, G9AH 9B CB0 \$OB?>=/O=C, =/ , AO >20AO/ G> ?A>GO CB0 ° >< ?h 9, =CB. >=BO=C>1CB0, H070/ . >=/F. P

abP / O, A9-7! 4 . OA" OOA< 9, m>=O&80 80, A9-7 >4 . OAH 9hBFO, HAE O= /OOA< 9, m>=M H898 < FBC9. If/O CB0 1>H>H 9-70

I &80, H07, m>=BCB, C?>CO=m h0 . >=BmCF COB?A>89 9O/ . >=/F. CF=/OACB9" >h9JN

I ~ /OB A9m> >1, H>1CB0?A>. O/FA hBCO?B>1CB0I. AOG, =. O" A>. OBBF=/OACB9

" >h9J VIA< AO. O9C>1, ~>A<, h° >< ?h 9CG> CB0/OOA< 9, m>=A07, A/9-7

AOB?>=B9 9O >1CB0 \$OB?>=/O=O. If/9-7, =J =>m3. , m>=B>1CB0?, AmOBM

9COAG9H BH 9B?, AmOB, =/ H 9=OBB0B9O G99B9M. OCB>/BFBO/ G> 7, CB0A>CB0A

OG9O=. OMI=/ 80, A9-7B80hXN

I &80 3=/9-7B>11, . CBF??>Am=7 CB0 80, A9-7 >4 . OAB/OOA< 9, m>=N

I &80. >=. If B9=VBX, =/ , A m>=, h0, BG> H80CB0ACB0 \$OB?>=/O=C9AOB?>=B9 h0 1>A O, . 8, H07, m>=N

I &80/9 9h9, AJ B =. m>=B9M, ??h9, - h0N

I ) 80CB0A, //9m>=, hAO< O/ 9B/OB9=O/ G> AOBC>AO >A?AOBOAGO O@F, h, .. OBBG> CB0 O/F. , m>=?A>7A < >A, . mG9 H 9h- O?A>G9O/ G> CB0 ° >< ?h 9, =O, =/

I &80 9BmCF m>=B?A>. O/FAOB, =/ ?OA< 9B9 h0 -, BOB 1>ACB0?, AmOBG>, ??O, H9M, ??h9, - h0

&80 80, A9-7 >4 . OAH 9hBO=/ , . >?J >1CB0 HAE O= /OOA< 9, m>=. >=. FAO=OJ G> CB0 ?, AmOBH 9B9 ba /, JB 1A< H80= CB0 80, A9-7 . >=. If/OB9, //9m>= G> CB0 ° O, = VA A BCF/O=C\$OB?>=/O=CBX>A, ??A?A9CO, /< 99CA G>AV>AO< ?hJOO \$OB?>=/O=CBM=/ CB0 &90 ff ° >>A/9, G>AP

6.8 Sanct ons and Remedies: &80 1>H>H 9-7 B =. m>=B, =/ AO< O/ 9B<, J - O. >=B9 OAO/ -J CB0 80, A9-7 >4 . O 9, ... >A/, =. OH 9B CB9" >h9JO

aP " >B9 h0% =. m>=B, =/ \$O< O/ 9B 1>A%F/O=C\$OB?>=/O=CB0

k . /F. , m>=, hCA 997N

k ž > B8, AO/ . h BBOB>AOI CA S FAA9FhA, . mG9hOBN

k " 9 9h9, AJ ?A>-, m>=N

k ) 988>h/9-7 >17A /OBM44 . 9hCA =B A9MI=/R>A/O7A00N

k , A, 7, 9BCAO, /< 9B9=M, A, 7, 9BCO=A>Hk O=OIA? 1A

. h BBOBM = /R>AH Q8/A H, h1A< C80' = QOABCJN  
 k %FB?O=B9=>1A98CB, =/ ?A9907OBN. If / 97 - FC=>Ch QO/ G? , Am 9, m=>= 9, C80m >AOI CA . FA9FhA, . mG9rOBN  
 k " O=9h>1/O7A00N  
 k %FB?O=B9=>1A< C80' = QOABCJ 1>A, B?O. Q. ?OA9/ >1m< OP%FB?O=B9= Q =>O/ >= C80, ., /O< 9 CA =B A9CH Q8 C80 COA< ]" Q. 919, AJ %FB?O=B9= P &80 =>C m=> ., = - O AO< >GO/ F?>= C80 AO@FOBC>1 C80 BCF/O=C9, ... >A/ , =. O H Q8 C80' = QOABCJ B?A. O/FAOBH 80=, lh. =>/ 9m=>B>1 C80 BFB?O=B9=, AO < 00N  
 k , I?FhB9= V/OA< , =O=CBO?, A m=>= 1A< C80' = QOABCJ P, I?FhB9= . AO, COB, ?OA< , =O=C=>C m=> => C80 BCF/O=CB, ., /O< 9 CA =B A9ON  
 k \$OG> ., m=> >1/O7A00, =/ H Q8/A H, h>1/9h< , N, =/R>A  
 k ! C80AB =. m=>= V&K>AAO< O/ QB, B/OO< O/ , ??A?A9 CO F=/OAC80 . 9A F< BC, =. OBP  
 bP " >BB9 h0% =. m=>=B, =/ \$O< O/ QB1>A, < ?hJOO \$OB?>=/O=CBO  
 k , < ?hJ< O=C?A-> , m=>=N  
 k fl- /O< >m=> >AAO, BB9=< O=ON  
 k %FB?O=B9=>H Q8 >AH Q8>FC?, J 1>A, B?O. Q. ?OA9/ >1m< ON  
 k " Q< QB, h>AOA< 9, m=>=N  
 k fi<O99 h0 1>AAO89ON, =/R>A  
 k ! C80AB =. m=>= V&K>AAO< O/ QB, B/OO< O/ , ??A?A9 CO F=/OAC80 . 9A F< BC, =. OB

### 6.9 Appeals and Addit onal Processes Provided to Students and Employees

Appeals: Q80A?, AJ < , J , ??O, h9 HAp=7 C> , 80, A97 >4 . OAB/OCA< 9, m=>= A07, A/ 97 , \$OB?>=/O=CB/OB?>EB9 9C F# /OAC80, AOG, =. O" A. OBB>A1A< C80' = QOABCJ B/ Q< QB, h >1, ~ >A< , h" >< ?h 9CWA, =J , h07, m=>=B9 C80 ~ >A< , h" >< ?h 9CF=/&I ' 4 d #700 h9 HAp=7 C

>1, =, ??0, hG BF- < Q, HAE O= BC CO< O=C9 BF??>AC>1 C80 >FC >< OP&80, ??0h CO >4 . OA  
H nAOh, BO, HAE O= /O. B9= H Q89 ba /, JB 1A>< C80 /, CO >1 C80, ??0, hP

&80, ??0h CO >4 . OAH nAOh, BO, HAE O= /O. B9= H Q89 ba - FB9 OBB /, JB 1A>< C80 /, CO  
>1 C80, ??0, hG > O

I ~ 4 A< C80 80, A97 >4 . OAB / OCOA< 9, m>= A07, A' 97 C80 \$OB? >=/O=CBAOB? >=B9 QOJ  
, =/ , 4 A< C80 / Q 919, AJ B =. m>=B, =/ AO< O/ QBM9, ??19, - hON

I ~ 4 A< C80 80, A97 >4 . OAB / OCOA< 9, m>= A07, A' 97 C80 \$OB? >=/O=CBAOB? >=B9 QOJ  
, =/ , < O=/ C80 / Q 919, AJ B =. m>=B, =/ AO< O/ QBM9, ??19, - hON

I ~ 4 A< C80' = QOABQ B / Q< QB, h>1, ~ >A< , h' >< ?h 9, =CWA, =J , h07, m>=B9 C80  
~ >A< , h' >< ?h 9 ON

I \$O< , =/ C80?A. OBB- , . ; G> C80 9 GObm7, m>= >A80, A97 BC, 70 1>A C80 9 GObm7, G>A  
>A80, A97 >4 . OAWA, ??19, - hO O@F Q, hO=CXG> AO< O/ J , =J ?A. O/FA h9A07Fh A QJ >A  
. >=B9 OA, =J =OH OG9 O= ON

I \$OGABO C80 80, A97 >4 . OAB / OCOA< 9, m>= >1 C80 \$OB? >=/O=CBAOB? >=B9 QOJ , =/  
, < O=/ C80 / Q 919, AJ B =. m>=B, =/ AO< O/ QBM9, ??19, - hON>A

I ~ 4 A< >A, < O=/ C80 B =. m>=B, =/ R>AAO< O/ QB>F O9 O/ 9 C80, / < 9 QCA mGO  
/ Q? >B9 m>= QBF O/ F =/ OA%O. m>= i Pab >1 C8B" >hJP

&80, ??0h CO >4 . OAB, AO, B1>h>HBN%F/O=BT ( 90" AOB9 O=C1>A%F/O=C~ 2, 9AB' , . FhJ  
T ( 90" AOB9 O=C1>A~ . , /O< 9 ~ 2, 9AB, =/ " A>G>BN%



1. AOC = 0" A. OBB m< 01A < 0 H 9n- 0 0l 00=/0/ -J 00?0A9/ 00?, AmOB, E 0< ?00/ G> A0, . 8  
, = f#1>A<, h\$OB>f#m>= WFC9-0/ 9 %0. m>= i P l >1 000" >h9JX

### 6.12 Alternative Grievance Process for Students – Applicable Exceptions for Non-Sexual Harassment Formal Complaints

~>A~>A<, h° >< ?h 9CBH80A0 00 \$0B?>=/0=C0, BF/0=C, C00 m< 0>1 00, h070/  
. >=/F. CV. HF/97 BF/0=C0< ?hJ00BM=/ 00, h070/ . >=/F. C/>OB=>C9. HF/0%0l F, h  
/ , A BB< 0=C0B0l AOC, =. 0" A. OBB 9 %0. m>= i >1 000" >h9J, ??h00MH 00 00 1>h>H 97  
0l . 0?m>=B0

aP f#GOBm7, m>= \$0?>AC^ " ë " e

>1CB" >1JP&80 3=/97 >1AOB?>=B9 9CJ <, J =>C- 0, ??0, h0/ -J O9BOA?, ACJP

fi - >C?, AmOBBOh. C>?m>= aMBO= C80, /< 9-BO mGO / 9?>B9m>= H9h- 0 3=, h, =/  
C80AO H9h=>C- 0, =J BF- BO@FO=C, /:F/9, m>=?A. 00/9-7BA07, A/9-7 C80, h07, m>=BP  
bP f 90/ 0, A9-70f1, h90 80, A9-7 9BOh. 00/ 1>A, /:F/9, m>=MBO 80, A9-7?A. 0/FAOB 9  
%0. m>=i F >1CB" >1J H9h, ??hMH 98 C80 1>h>H9-7 0l. 0?m>=BO

aP Advisor of Choice<sup>2</sup>: , . 8?, ACJ <, J 8, GO, =, /G9>A>1C80A. 8>90, CC80  
80, A9-7P' ?>= AO@FOBC1A>< O9BOA?, ACJMBO' =9OAB9 H9h?A>G9O, =  
, /G9>AC> C8, C?, ACJP /G9>AB, AO =>C?OA< 9O/ G, . mGOh?, Am 9, 00 9 C80  
80, A9-7Pfi, //9m>=MH 9=OBBOB<, J 8, GO, =, /G9>A>1C80A. 8>90, CC80  
80, A9-7P

bP Questioning of the participants in the hearing<sup>3</sup>: &80 80, A9-7 >4. OA<, JM/C  
C80 80, A9-7 >4. OAB/9 AOm>=M/B @FOBm>=B/FA9-7 C80 80, A9-7 >1, =J?, ACJ  
>AH 9=OB, =/ <, J - 0 C80 3ABC?OAB>= G, B @FOBm>=B>1, =J?, ACJ >A  
H 9=OB, . 8?, ACJ <, J, B A0OG, =C@FOBm>=B>1, =J H 9=OB, CC80 80, A9-7M  
0l. 0?

## SEC. 8 Dissemination of Policy and Educational Programs

8.1 & 8.2 " >19 J H 9n- O < , / O , G 9n- 10 G > , 1n' = 00ABCJ , / < 9- 9CA G> ABM , . F1CJNBC 2M = / BC / O = CB  
> = 19= O , C8E ? BCR ? > 19 J F C , 1n B O / F R F C / - ? ca` b , = / 9 ' = 00ABCJ BC / O = C . , C h 7 BX , = / , = J  
O < ? h J O O 8 , = / - >> ; > 1 > ? O A m = 7 ? A . O / F A O B P ' O A 9 / 9 => m O B H 9n- O B O = C C > ' = 00ABCJ  
, / < 9- 9CA G> ABM , . F1CJNBC 2M = / BC / O = CB , - > F C C 8 O ' = 00ABCJ B % O

&#10ff " >>A' 9, G-AP%00 " A>C. m=> 1A< \$OC, h9m=> T ' &" ' " ca` eP

9.2 False Information and False Complaints: ~ =J ?OAB>=MH 8> 9 - , / 1, 98M=>H 97h 3hOB, 1, hBO . >< ?h 9CF=/OAC8B" >h9 J >A?A>G9 OB< , COA9 h1, hBO 91>A< , m=> 9BF- :O. CC> / 9 9h9, AJ , . m=> F? G> , =/ 9. hf/97 / 9< 9B, h>ABO?, A m=> 1A< C80' =9OAB9J P' /OCCO A 9, m=> C8, C, \$OB?>=/O=C9=>CAOB?>=B9 h0 1>AC80, h07, m=>B>1%OI F, hZ 9 >=/F. C/>OB=>C9 ?h , AO?>AC H, B1, hBO9%9 9, h1M /OCCO A 9, m=> C8, C, \$OB?>=/O=C9 AOB?>=B9 h0 1>A, ?>h9 J G9h m=> />OB =>C9 ?h C8, C, \$OB?>=/O=CB9C, CO< O=CB / 9 h 9 97 AOB?>=B9 99 H OAO 1, hBO P

9.3 Interference with the Grievance Process: ~ =J ?OAB>= H 8> 9 COA1OAOB H 98 , i A9G, =. O" A. OBB VB>FC 9-0/ 9 %O. m=> i >1 C8B" >h9 JX9BF- :O. CC> / 9 9h9, AJ , . m=> F? G> , =/ 9. hf/97 / 9< 9B, h>ABO?, A m=> 1A< C80' =9OAB9J P f i COA1OAO=. O H 98 , i A9G, =. O" A. OBB< , J 9. hf/OM -FC9=>CH9 9O/ G>O

aP ~ EOC ?m=7 G> . >OA OM>< ?OHMA?AOGO=C, = 9 / 99F, h1A< ?A>G9 97 COBm< >=J >A AOIG, =C91>A< , m=>N

bP \$O< >G97M OBCA>J 97MA, hCOA97 />. F< O=C m=> AOIG, =CC> C80 i A9G, =. O" A. OBBN>A cP L=>H 97h ?A>G9 97 1, hBO >A< 9h0, /97 91>A< , m=> G C80 &#10ff " >>A' 9, G-AM 9GOBm7, G-AM A80, A97 >4 . OAM AAO=. >FA 797 >C8OABC /> B>P

9.4 Failure to Report for Responsible Employees: f1, \$OB?>=B9 h0 , < ?h9 JOO; =>H 97h 1, 98G ?A>< ?h AO?>ACC> C80 &#10ff " >>A' 9, G-A, h991>A< , m=> . >=. OA=97 , = 9. 9O=CC80 O< ?h9 JOO AO, B>=, - h1 - OH9GOB. >=BmFC COB%OI F, hZ 9 >=/F. CV9. hf/97 BC, h 97M, m=7 G9h0=. ONBOI F, h , BB, FhOM ABOI F, h8, A BB< O=C. >< < 9O/ -J >A, 7, 9BC, BC /O=C>AO< ?h9 JOO, CC80 m< O>1 C80 9. 9O=ONBO O< ?h9 JOO 9BF- :O. CC> / 9 9h9, AJ , . m=>M9. hf/97 COA< 9, m=>P

&#80 /FCJ G> AO?>AC, . CBAO, B>=, - h1 - OH9GO/ G> - O BC, h 97M, m=7 G9h0=. ONBOI F, h, BB, FhOM /BOI F, h8, A BB< O=C, A9OB 1A< BC, COh HP&#80' =9OAB9J 7>OB 1FAC8OA, =/ AO@F 9OB \$OB?>=B9 h0 , < ?h9 JOOBG> AO?>AC, h, . CBAO, B>=, - h1 - OH9GO/ G> - O, =J CJ?O>1%OI F, hZ 9 >=/F. OM B/O3=O/ 9 C8B" >h9 J PFC9 ?>AC, =CC> =>CO C8, C1>A?FA?>BOB>1~, 9FAO G \$O?>AMBO /O3=9m=> >1 BOI F, h 8, A BB< O=C, B/O3=O/ F=/OABC, COh HM9-A, /OAC8, = C80 /O3=9m=> >1 BOI F, h8, A BB< O=CF=/OA C8B" >h9 J , =/ 9/O3=O/ , B' =HCh<< ONBOI S, BO/ GOA , h>A?8JB9, h. >=/F. C88, CO

aP 9 C80 O< ?h9 J< O=C. >=COI OM F=AO, B>=, - h1 9 COA1OAOB H 98 , ?OAB>=BH >A ?OA1>A< , =. O>A . AO, COB, = 9 OAI OM F=A Ú

, - 90 G C ; 0 9 COA , . m = > A O I O . F O , = 0 < O A 7 O = . J A O < > G , h P

Def nit ons and Examples

Coercion: &80 F B O > 1 F = A O , B > = , - h 0 ? A O B B F A O G > . > < ? O h , => C 8 O A 9 / 9 9 F , h C > 9 9 h O > A . > = m = F O  
B O I F , h , . m G O , 7 , 9 B C , = 9 / 9 9 F , h B H 9 h P > O A 9 = . , = 9 . h F / O , H 9 O A = 7 O > 1 - O 8 , G 9 A B M  
9 . h F / 9 7 ? B J . 8 > h > 7 9 , h > A O < > m > = , h ? A O B B F A O M ? 8 J B 9 , h > A O < > m > = , h C 8 A O , B M 9 m < 9 , m > = M  
< , = 9 F h m > = M A - h . ; < , 9 C 8 , C . , F B O B C 8 O ? O A B > = G O = 7 , 7 O 9 F = H O h > < O B O I F , h , . m G O P  
? O A B > = B H > A / B > A . > = / F . C , A O B F 4 . O = C C > . > = B m F O . > O A 9 = 9 C 8 O J O h 9 , O , A O , B > = , - h 0  
? O A B > = B 1 A O O / > < > 1 H 9 h , = / , - 9 0 G > . 8 > > B O H 8 O C 8 O A > A = > C C > O = 7 , 7 O 9 B O I F , h , . m G O P

Complainant: &80 9 / 9 9 F , h H 8 > B , h 0 7 O / G > - O C 8 O G 9 m < > 1 , = J ? A > 8 9 O O / . > = / F . C F = / O A C 8 B  
> h J P

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' = ~~COABC~~ < , J . > = B9' OA, G, AOC > 11, . C > ABAC

. >=C . C>A, . mGQXN  
 bP \$0@FOBCB 1>ABOI F, h1, G>ABV. If / 97 >GOAC>ABF - 00 ?AOBFAOXN  
 cP I A GF Q>FB. >< < O=CB, - >FC, = 9/ Q9F, HBBOI F, h, . mG9OB>AB?O. Fh m=>, - >FC, =  
 9/ Q9F, HBBOI F, hOI ?OAO=. OBN  
 dP I A GF Q>FB. >< < O=CB; OBMF OBM=>BM=O. />COB>AAO<, A B>1, BOI F, h=, GFAO  
 , - >FC. h>C97 >A- >/ OBN  
 eP " OABCO=OM=H, =CO/ BOI F, h>AA><, =m , E O=m=>N>A  
 i P " O9 OA COMO?O, CO/ 8F< 99 m=> >A 9m< 9, m=>P  
 bP fl 8JB9, h. >=/F. OM>=/F. CCB, CCB>-. :O. mGOHj >2O=BBO G, AO, B>=, - hO?OAB>=, =/, hB> B->  
 BOGOAO >A?OAG, BBO CB, CQ. AO, CO/ , / >BrtO . =GA>=< O=OMB/O3=O/ 9 CB" >hJP&8O CJ?O  
 >1?8JB9, h. >=/F. CVI, h>CBOAOh< O=CB, AO < OOX<, J 9. If /OMF CCB=>Ch QO/ G>O  
 aP ' =HOh >< O 9CO=m=>=, hC>F. 897 >1, BOI F, h=, GFAON  
 bP " O9 OA CO?8JB9, h9COAIOAO=. OH Q8 >AAOBCA9 m=> >1 < >GO< O=ON>A  
 cP , I ?>BFAO G> BOI F, h> BF 77OBrGO G9F, h/ Q?h JBBF. 8, B?8>G-7A ?8BVA 4 mV>BCOABM  
 . , hO=/, AB>A>CBOA<, COA9 hBN>AP  
 dP ° >=BO=BF, hBOI F, h. >=/F. CCB, CCBF=?A>1OBB9=>, h, =/ 9, ??A?A9 COM=/ . AO, CO/ ,  
 / >BrtO . =GA>=< O=CP

) 8OCBOA>A=>CCBO F=?A>1OBB9=>, h>A 9, ??A?A9 CO. >=/F. CCBBOI F, h9 =, GFAOH Qh- O  
 /COA< 9O/ - J OI, < 997 CBO G>C hO >1 CBO. A F < BC =. OBMH 8OCBOA, AO, B>=, - hO?OAB>=  
 BF-. :O. CO/ G> CBO. >=/F. CH>Fh' . >=BOAFO CBO. >=/F. C, BBOI F, h9 =, GFAOM=/ H 8OCBOACBO  
 9/ Q9F, hBF-. :O. CC> CBO. >=/F. C. >=BOAFO/ Q, BBOI F, h9 =, GFAOP

Part cipants: &80 COA< ]?, Am 9, =CB] 9. If /OB CBO ° >< ?h 9, =OM\$OB?>=/O=OM=/ , =J H Q=OBBOBP

Part es: &80 COA< ]?, AmOB] AOIOABG> CBO ]° >< ?h 9, =C] , =/ CBO ]\$OB?>=/O=C] F=/OACB" >hJP

Preponderance of the Evidence: &80 7AO, COAH O98C>1 CBO. AO/ 9 hO OG9 O=. OP" AO?>=/OA =. O >1  
 CBO OG9 O=. O CB CBO BC, =/, A/ 1>A/OOA< 997, hO7, m=>B>1?A>89 QO/ . >=/F. CF=/OACB" >hJP  
 &8CB BC, =/, A/ CB, mB3O/ 9 CBO, . m=>= CB/OO< O/ < >AO hO h G> 8, GO>. . FFAO/ CB, = =>CP

Respondent: &80 9/ Q9F, hH8> 8, B-OO= AO?>ACO/ G> - O CBO?OA?OQA G>A>1?A>89 QO/ . >=/F. C  
 F=/OACB" >hJP

Responsible Employee: ~ ' =COABO O< ?h JOOH 8> 8, BCBO /FCJ G> ?A< ?h AO?>AC9. 9 O=CB>1  
 , =/ 9>A<, m=>= AO, B>=, - hJ - O9CO/ G> - O%OI F, hZ B >=/F. CC> CBO &QO ff ° >>A/ 9, G>AP" h  
 O< ?h JOOB, AO \$OB?>=B9 hO . < ?h JOOB OI . O?C° >=3/O=m h< < ?h JOOB \$OB?>=B9 hO . < ?h JOOB  
 9. If /O, h, / < 9>CA G>ABM, . FhCMB, 2MOB9 O=m h9O BC, 2M/OOA, /G>ABVA /F, CO CO, . 897  
 , BBBC =BMVA /F, CO AOBO, A 8, BBBC =BM. , /O< 9 , /G>ABM &" , hB?>h9 O>4 . OABM/F-h9 B, 1OC  
 >4 . OABM=/ , C8Om .> . . 8OB, =/ BC, 2P\$OB?>=B9 hO . < ?h JOOB < FBCAO?>AC, h; =>H = 9>A<, m=>=  
 . >=. OA=97 CBO 9. 9 O=CG> CBO &QO ff ° >>A/ 9, G>AM=/ < FBC9. If /OH 8OCBOA, ° >< ?h 9, =C8, B  
 OI ?AOBBO/ , /OB9O 1>A. >=3/O=m hO 9 AO?>Am=7 CBO 9. 9 O=CP

Retaliat on: ~ =J , /GOABO, . m=>= V. If /97MFCB=>Ch QO/ G>M9m< 9, m=>=MBAO, BM>OA 9=M



8, A BB< 0=MA/ B A? ♀, m>=XC; 0=, 7, ♀BCB>< 0>=0-0., FBO CBO ♀/ ♀♀F, h8, B<, /0, A0?>AC>A  
3h0/ , ~>A<, h° >< ?h ♀CN>AH8> 8, BBF??>AC0/ >A?A>G?0/ ♀1>A<, m>= ♀. >==0. m>= H 08,  
~>A<, h° >< ?h ♀CN?, Am ♀, C0/ >AA01FBO/ G? , Am ♀, C0 ♀, | A0G, =. 0" A. OBBF=/OAC80" >h9JN  
>AO=7, 70/ ♀ >C80A107, h0 ?A



- V [&#2013; \( ffi>1 C80 ° 99\\$98CB . C>1agi dMlb ' P/P P\[\[b` `` OTb` `` OSaf , =/ 9B9 ?h< O=m=7 A07Fh m>=Bbg ° P/P P\[ai ` d aa](#)
- V [° h0AJ ~ . 0b` ' P/P Pa` gbVIX, =/ 9B9 ?h< O=m=7 A07Fh m>=Bcd ° P/P P', ACi i j](#)
- V [~ , \\$" ~ \\$07Fh m>=Bvd ° P/P P', ACgg &OI , B , /F. , m>= ° >/O \[\[ eaRjci cSeaRjci i &OI , B , /F. , m>= ° >/OMF - . 8, ?OA Sbo\\$O?>Am=7 fi. 9'O=CB>1%OI F, h' , A BB< O=OM%OI F, h ~ BB FkM , m=7 \( 9'10=. OM=/ %C h 9'7 \[ eaRbeaSeaRbeg](#)

Relevant State Criminal Laws

- V [~ , m=7 \( 9'10=. OT &OI , B` , < 9' ° >/O \[ faP` ba](#)
- V [~ , < 9' \( 9'10=. OT &OI , B` , < 9' ° >/O \[ faP` d](#)
- V [/ , A BB< O=CT &OI , B" O=, h' >/O \[ dbP f](#)
- V [fi+G BCO \( 9F, h\\$O. >A' 9'7N =h H1Fh" 9B h BFAD>A" A< >m= >1fi+m< , CO \( 9F, hZ , COA9HN \(>JOFAB< N%OI F, h' >OA 9= T &OI , B" O=, h' >/O \[\[ baRaeSbaRaj](#)
- V [%OI F, h` BB FkCT &OI , B" O=, h' >/O \[ bbP aa](#)
- V [%C h 9'7 T &OI , B" O=, h' >/O \[ dbP fb](#)

Other Relevant Policies, Procedures, and Forms

- V [ž >=/ 9B A9 9, m>= " >h9J T' &" " c` g`](#)
- V [° >=BO=BF, h\\$Oh m>=B89BT' &" " ca` c](#)
- V [" A>CO. m>= 1A< \\$OC h9 m>= T' &" " ca` e](#)
- V [%F/O=C` >/O>1` >=/F. CT' &" % e` c](#)
- V [" 9B 9'19'0, =/ " 9B< 9B h>1` h B890/ <?h JOOBT' &" " c` ei](#)
- V [' =COABO " >h9J >= ~ , . FkC' ° >=/F. CT' &" " a` dg](#)
- V [\\$07O=CB\\$FkOB, =/ \\$07Fh m>=B\\$FkO ca` ` j M&OA< 9, m>= >1, ~ , . FkC Ž O< - OA](#)
- V [\\$07O=CB\\$FkOB, =/ \\$07Fh m>=B\\$FkO c` a` eM%OI F, h' , A BB< O=OM%OI F, hZ 9B >=/F. OM=/ ° >=BO=BF, h\\$Oh m>=B89B](#)
- V [' =COABO >1&OI , B%BO< ~ /< 9'9OA m>= %BO< H9'O" >h9J W&%aj dM >=BO=BF, h \\$Oh m>=B89B](#)

Notes

YaZ- ??A>?A9 CO A0?>ACA0/ , . m>=BH 9h- O< , /OG . >< ?h H 9B &OI , B , /F. , m>= ° >/OM%O. m>=B eaRjf aM=/ >C8OA, ??h9 , - h0 BC, CO , =/ 10/OA h9 HBP

YbZ- O?O=/9'7 >= C80 1, . CB>1, ? , Am Fh A. , BOMBO' =COAB>CJ < , J 9'GOBm7, CO. h 9' B>1, 8>B0OB H>A O=GA>=< O=CF=/OAC89B" >h9J MBO' =COABO Bž >=/ 9B A9 9, m>= " >h9J MA->C8P%OO " O?, AC< O=C>1 , /F. , m>=P! 4 . O>1° 99\$98CBM =F, AJ b` ` a \$OG90/ %OI F, h' , A BB< O=C i F9 , =. OM, 70 bP

Policy History

- V [fBBFO/Caggj S i S a](#)
- V [\\$OG90/Cb` abS bSba](#)
- V [\\$OG90/Cb` aeSa` Sai](#)

- V ./Q>A9h` < O= / < O= COb` ai SaaSaa
- V \$OG90/Cb` agS aSa`
- V ./Q>A9h` < O= / < O= COb` agS cSbj
- V \$OG90/Cb` b` S bSbj
- V \$OG90/Cb` b` S j Sac
- V \$OG90/Cb` baS j Sca
- V \$OG90/Cb` bbS aS c
- V \$OG90/Cb` bbSaaS j

## Policy Links

- V " OA< , h9; 1>AC99?>h9JO8E?BQR?>h9JFFC/, h9 BPO/FRFC/-?ca` b
- V † 9; G> " " ~ GOAB9=>O8E?BQR?>h9JFFC/, h9 BPO/FRFC/-?ca` bR< , ; O?/1
- V † 9; G> ?A9-C - h9 GOAB9=>O8E?BQR?>h9JFFC/, h9 BPO/FRFC/-?ca` bR< , ; O?A9-C