

<b>Policy Number</b>	604.002
<b>Policy Title</b>	COLUMBIA INTERNATIONAL UNIVERSITY TITLE IX / SEXUAL MISCONDUCT, DATING VIOLENCE, AND STALKING POLICY

or a third party\*, regardless of the sex of any party, if the alleged Sexual Harassment occurred on property owned or operated by the University (within the United States), and if the conduct giving rise to the allegation impacts the University's academic, educational, athletic, extracurricular, internship or practicum programs or activities. If the University investigates a report of Sexual Harassment that is alleged to have occurred during a time a different policy or version was in effect, the policy currently in place will govern the procedures utilized in investigating and adjudicating the report. In the case of allegations of Sexual Harassment, unless otherwise stated, this Policy supersedes and applies in lieu of all other procedures and policies set forth in other University documents.

**Reporting of Sexual Harassment:**

**If a CIU employee becomes aware of activity that may constitute Sexual Harassment, that employee is required to**

The right to obtain assistance from an advocate of their choice to aid in the preparation of a statement to be given to the Title IX investigator and to be present (in a non-speaking support role) during any meeting associated with the [redacted] **Live Hearings**);



- 17) The Hearing Board will review and discuss the investigation report and any written statements received from the Complainant and Respondent. Neither the Title IX Coordinator nor the Title IX Investigator will be present during the P^æå \* Á[ æåq Å^|æ^æ] } •É
- 18) The Hearing Board will make a determination regarding whether clear and convincing evidence establishes that this Policy has been violated and report this and any other findings to the Title IX Coordinator. The Title IX Coordinator will å -{ |{ Å@Á[ { ]|æ æ åå åÅ^• ] [ ] å^ } of Å@Á^æå \* Á[ æåq Å^æ^|{ å æ } ÈV@Á Complainant and Respondent will be notified, in writing, within seven (7) business days of the decision. (See § **Final Outcome Letter**)
- 19) If the Hearing Board determines that clear and convincing evidence does not establish a violation of this Policy, the Titl^ÅYÁ[ [ |åå æ |Å å|Å -{ |{ Å@Á[ { ]|æ æ åå åÅ^• ] [ ] å^ } of Å@Á[ { ]|æ æ å Åå @Å Å ] ^æÅ@Á^æå \* Á Ó[ æåq Å^æå } Å Å |æå \* Å æ@ Å^ÁÇ Dæ^ •å ^• Åæ •É
- 20) If the Hearing Board determines that a violation of this Policy has occurred, the Title IX Coordinator will inform the Ô[ { ]|æ æ åå åÅ^• ] [ ] å^ } of Å@Á^• ] [ ] å^ } å Åå @Å Å ] ^æÅ@Á^æå \* Á[ æåq Å^æå } Å Å |æå \* Å æ@ Å^Á (5) business days.
- 21) If either party indicates in writing a desire to appeal, the Title IX Coordinator will convene an Appeal Board composed [ Å@^ÁÖVÅæ |ç Å åp |Å æ-Á ^{ à^• Åæ ^å Å@åÁ^• ] [ ] •æå Å Å^çå, Å@Á^æå \* Á[ æåq Åæå } É
- 22) On appeal, the Title IX Coordinator may request additional investigation to clarify any issues raised by the Hearing Board. Such investigation will be assigned to the Title IX Investigator or another qualified person at the discretion of the Title IX Coordinator, in which case the Title IX Investigator or other qualified person will prepare a follow-up report containing details of any interviews or materials received.
- 23) The Title IX Coordinator will provide the Complainant and the Respondent with any Fo[ ( ) ]TJETQ EMC /P ÅMCID -15(g)8(a)8(t)

**Live Hearing:**

Unless both parties give written consent to an **alternate resolution process** (see § below), the grievance process will move to a live hearing. The Title IX Coordinator will have appointed three CIU faculty or staff to serve as decision-makers during the live hearing process. Provisions during the live hearing include:

The live hearing may also be conducted via an electronic meeting format (such as Zoom or MS Teams) at either

Each party will be permitted to have an advisor with them throughout the hearing. The advisor may be anyone not directly vested in the matters at hand. The advisor may be, but is not required to be, an attorney.

If one party is unable to find an advisor, CIU will provide one at no cost to the party.

Either party is permitted to bring an additional person in to the hearing if that person is necessary per disability





**Appeals:**

Appeals will be offered to both parties should either disagree with the decision of the Hearing Board.

No sanctions will be issued until the appeal process is completed or the time to appeal has expired (5 business days).

Both parties will be notified in writing when an appeal is filed.

The Appeal officer is different than the Title IX Coordinator, investigator, or decision-maker at the hearing.

There may be no bias or conflict of interest.

Both parties will receive a decision regarding the appeal simultaneously.

A Respondent who is about to graduate may have the degree withheld pending the outcome of an appeal. A degree may be rescinded should an appeal decision and subsequent sanctions justify the action.

Additional bases for appeal include:

- Procedural irregularity that affected the outcome of the matter;
- Presentation of new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal of the complaint was made, that affected the outcome of the matter;
- The Title IX Coordinator, Investigator, or a decision-maker had a conflict of interest or bias for or against a Complainant or Respondent that affected the outcome of the matter.