

Gustavus Adolphus College
Title IX Investigation and Hearing Phase

Investigation:

External investigator assigned; Investigator conducts party/witness interviews; collects evidence.

Evidence Review:

Parties and their advisors review and respond to evidence collected by the investigator.

Investigation Report:

Parties and their advisors review and respond to the investigators report that summarizes all relevant evidence.

Hearing:

A Hearing Panel conducts a live, virtual hearing with the parties, advisor led cross-examination of parties and witnesses.

Decision:

The Hearing Panel issues their decision about responsibility and sanctions, if applicable.

Outcome:

Parties will simultaneously receive written notice of the Notice of Determination

Appeal:

Either/both parties can appeal the hearing panel decision. The non-appealing party may respond to the appeal.

The process is complete once the Appeal phase is over or if neither party appeals the decision. Sanctions and remedies, if applicable, are effective immediately following the end of the appeal process.

Parties have a right to be accompanied by an advisor of their choice. May be a lawyer but is not required.