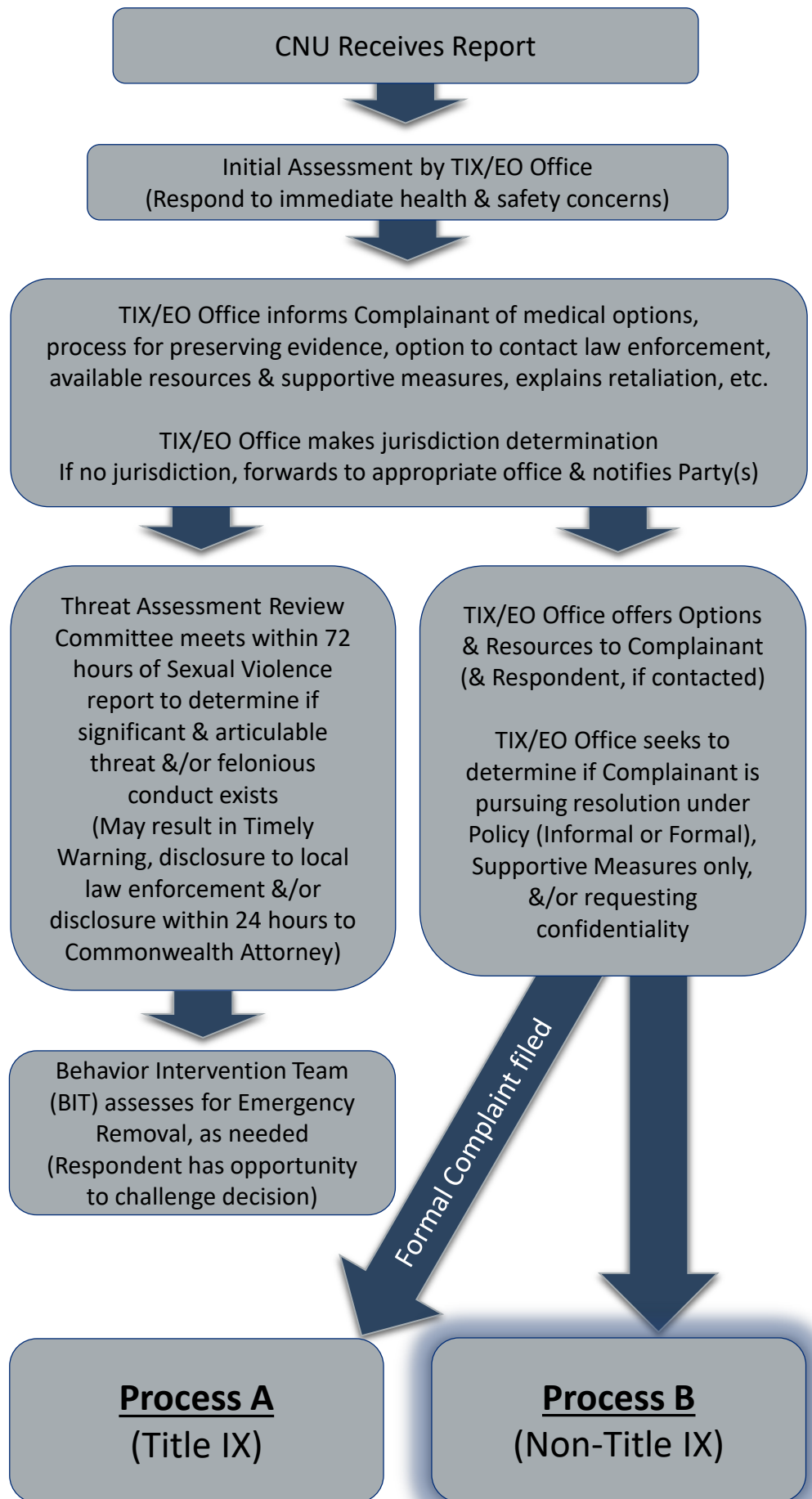


Initial Assessment Of Report

CNU Discrimination, Harassment & Sexual Misconduct Policy



Process B Procedures (Non-Title IX)

CNU Discrimination, Harassment & Sexual Misconduct Policy

Important to Know

- Appropriate & reasonable Supportive Measures are available to both Parties during the process & without engaging in a process.
- Parties may have an Advisor of their choice throughout the process. Advisors may not speak for Parties.
- Unable to compel a Party or Witness to participate.
- A preponderance of the evidence must substantiate a policy violation occurred.
- Academic Hold & Transcript Notation applied when Formal Resolution commences. (Degree conferral may be deferred.)
- Parties may appeal the decision.
- No Live Hearing.
- Amnesty (alcohol & drug violations).
- Retaliation is prohibited.

Process B

Informal Resolution

- No disciplinary action
- Strive for 30 business days

- Parties & Director must all agree Informal Resolution is appropriate
- Either Party or Director may seek Formal Resolution before Informal Resolution concludes

May result in remedies (i.e. No-Contact Orders, training, schedule adjustments, written warning, counseling, etc.)

Parties receive written notice of resolution (No right of appeal)

Final Outcome

Responsible/Not Responsible
(Transcript Notation if Dismissed or Suspended or remove Academic Hold & Transcript Notation if found not responsible or not dismissed or suspended)

Parties may appeal on three specific grounds

Investigation Report sent to the Parties by Director with sanctions, remedies & process for appeal

Formal Resolution

- Disciplinary Action
- Strive for 90 Business Days

Investigator takes Complainant's statement to include any evidence & names of Witnesses to interview

Notice of Investigation & Allegations (NOIA) provided to Parties

Director notifies Registrar to place Academic Records Hold & Transcript Notation

Investigator gathers information around campus & community (i.e. camera footage if within 30 days, card swipe logs, guest logs, work schedules, etc.)

Investigator takes Respondent's statement & Witness statements to include any evidence & names of Witnesses to interview

Parties have opportunity to review & respond to all evidence in person & have **5 business days** after the review to provide further information (May provide written response)

Investigator completes investigation & finalizes Investigation Report making a finding based on preponderance of the evidence (If finding of responsibility, appropriate CNU personnel decides sanctions in consultation with Director)

Process B: Appeal Process

Process B Procedures (Non-Title IX)

CNU Discrimination, Harassment & Sexual Misconduct Policy

Important to Know

- Appropriate & reasonable Supportive Measures are available to both Parties during & after the process, or without engaging in a process.
- Parties may have an Advisor of their choice throughout the process.
- Sanctions may be stayed during the appeal process.
- Transcript Notation if found responsible & dismissed/suspended.
- Amnesty (alcohol & drug violations).
- Retaliation is prohibited.

Parties receive Notice of Outcome within **90 business days** (unless an extension is necessary) after issuance of the NOIA

Parties may submit a written appeal within **7 business days** from the date the Notice of Outcome is received

Parties may appeal based on one or more of the following grounds:

1. Procedural irregularity that affected the outcome of the matter; &/or
2. New evidence that was not reasonably available at the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; &/or
3. Director &/or Investigator(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter

Upon receipt of a timely appeal, Director notifies & provides copy of appeal to non-appealing party who has **5 business days** to submit a written response to Director, if desired.

Neither party submits an appeal

Findings made by the Investigator are final

Within **3 business days** from deadline of non-appealing party's response, Director forwards appeal & any response to Chief of Staff who has **5 business days** to assign appeal to an Appeal Officer

Director notifies Registrar to place Transcript Notation if Dismissed or Suspended or to remove Academic Hold & Transcript Notion if found not responsible or not dismissed or suspended

Director notifies Parties the date appeal was assigned to Appeals Officer

Appeals Officer provides written decision to the Parties & Director within **10 business day** of Appeals Officer receiving the appeal

Appeals Officer decision is final