C. Inquiries regarding the application of Title IX (prohibits discrimination based on sex in education programs or activities) may be addressed to:

1. The University's Title IX Coordinator at:
   EQB Annex, Office 104-A
   (931) 598-1420
   Email: Dr. Sylvia Gray at smgray@sewanee.edu or titleix@sewanee.edu

2. Office for Civil Rights of the United States Department of Education, Tennessee Regional Office, at:
   Atlanta Office
   U.S. Department of Education
   61 Forsyth

3. **Decision Maker:** Decision Maker is responsible for receiving and resolving fact-finding reports, which includes convening a three-person hearing panel from a trained pool of faculty and staff.

   If an involved party objects to the Decision Maker(s) based on conflict of interest or perceived bias, the involved party must convey their concern in writing to the SDEEO or designee within 24 hours of receipt of a notification that designates the Decision Maker(s).

4. **Fact-finder:** Fact-finder is the SDEEO or designee who gathers relevant information about an alleged incident that may be a violation of this Policy and prepares a comprehensive report of information received during the fact-finding for submission to a Decision Maker(s).

5. **Formal Complaint:** A Formal Complaint is a written document filed and signed by a Complainant, or signed by the SDEEO, alleging discrimination, harassment or retaliation in violation of this Policy and requesting a Formal Resolution Process.

6. **Formal Resolution Process:** A resolution process that comprises formal fact-finding by a Fact-Finder, and resolution by the Decision Maker(s).

7. **Informal Resolution Process:** An informal discussion or informal grievance process selected by participants to resolve an allegation of discrimination, harassment or retaliation in violation of this Policy without a Formal Resolution Process.

8. **Involved Party:** Complainant(s) and Respondents(s) in a resolution process under this Policy.

9. **Report:** A Report is an allegation of discrimination, harassment or retaliation. A report prompting a response by the University does not initiate a resolution process.

10. **Reporting Party:** Any individual who has reported allegations of discrimination, harassment or retaliation. The Reporting Party could be but does not need to be the Complainant.

11. **Respondent:** Respondent refers to the subject alleged to have engaged in conduct that could constitute discrimination, harassment or retaliation under this Policy.

12. **Supportive Measures:** Supportive Measures are non

opportunity to ask questions pertaining to the resolution process at any time. Complainants and Respondents can expect to, where applicable and for good cause, challenge who will serve in any role of the resolution process.

C. **Evidence Standard.** The University uses a preponderance of the evidence standard to determine responsibility. Preponderance of the evidence exists when there is sufficient evidence to establish that it is more likely than not that the respondent violated a policy. This standard is lower than the "beyond a reasonable doubt" burden of proof for a finding of guilt under criminal law. Relevant Evidence includes information where reasonable inferences can be drawn from the evidence that sheds light on a contested or inconsistent matter.

D. **Communication.** The University will use the University electronic mail (email) for purposes of communication and notification under this Policy. All communications are in central standard time unless otherwise specified.

E. **Students and Employees with Disabilities.** At any point during these procedures, students seeking accommodations for disabilities should contact Student Accessibility Services by phone at (931) 598-1229 or email at sas@sewanee.edu. Faculty or Staff employees seeking accommodations for disabilities under this Policy should contact the ADA Office by phone at (931) 598-1896, in person at the EQB Annex, Office 102-B, or by email at ada@sewanee.edu to be put in contact with the Director of ADA. See the ADA web page [HERE]. Faculty or Staff may also contact the Human Resources Office at 931-598-1382 or hr@sewanee.edu, as appropriate. See the HR webpage [HERE].

F. **Advisors.** All participants (Complainants, Respondents or Witnesses) participating in the resolution process are

period begins and ends as well as the approval of any reasonable requests for extension of time to respond.

5. **Final Fact-Finding Report:** After the Complainant and Respondent have reviewed the fact-finding preliminary report and submitted responses, if any, the Fact-Finder produces the final fact-finding report. The final fact-finding report will set out the facts provided to the Fact-Finder, will summarize information obtained through the fact-finding, and will include documentation submitted in the course of the fact-finding. Once complete, the final fact-finding report is submitted to the appropriate Decision Maker(s) for resolution. The Fact-Finder simultaneously makes copies of the final fact-finding report available to the Complainant, Respondent and Advisors.

6. **Respondent Acceptance of Responsibility:** The Respondent, upon learning of the Formal Complaint and at any time prior to the completion of fact-finding and the delivery

9. **Outcomes and Sanctions:** There is a range of outcomes under this Policy for a determination of responsibility. Sanctions for those outcomes include but are not limited to educational sanctions, probation, suspension, expulsion, termination, or a combination of outcomes proportionate to the violation consistent with University policies for discip