



Sexual Misconduct Formal Complaint Rights Complainants and Respondents

Complainant. An individual who is alleged to be the subject of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or sexual exploitation, as defined in the UWO Sexual Misconduct Policy.

Respondent. An individual who has been reported to be the perpetrator of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or sexual exploitation, as defined in the UWO Sexual Misconduct Policy.

After a formal complaint has been filed, all parties (complainant and respondent) have the right to:

- Written notice of the allegations/investigation.
- Request changes from their campus (supportive measures). Such measures may include no contact orders, academic or work modifications, and relocation of living or working spaces.
- Access campus or community support resources.
- A fair and impartial grievance process including, investigation, hearing, appeal, or an informal resolution/settlement agreement.
- Be accompanied by an advisor to all meetings, who can be an attorney or anyone else of their choice. Advisors have no role in these meetings. Advisors do have the role of conducting cross examination in a hearing. If a party does not have an advisor to conduct cross examination at the hearing, one can be provided by the University.
- Review the UWO Sexual Violence, Misconduct, and Harassment Policy.
- Review Title IX federal regulations.
- Review University of Wisconsin System (UWS) policy/processes.
- Review any evidence brought forth by the other parties with the opportunity to respond.
- Be notified and updated throughout the grievance/conduct process.
- Be free from harassment, intimidation, or retaliation from any party.
- Provide testimony (or not) at a hearing and cross examine witnesses (by advisor). The decision maker at a hearing can only rely on information provided at the hearing.
- Protection from being asked about prior sexual history (complainant).
- Be notified in writing of the outcome of the hearing with rationale for decisions.
- Be notified of a dismissal of a case not meeting Title IX sexual harassment definition (case may/will continue under UWO/UWS policy and processes).
- Appeal a Title IX dismissal or a hearing decision.
- Submit a *Statement* prior to sanctioning or as part of an informal resolution or settlement process.
- Be informed about and voluntarily enter an informal resolution or settlement agreement. There are no appeal rights once a voluntary signed agreement is reached.
- View all materials used to train Title IX personnel on the University website.

All parties may contact the Title IX Coordinator at any time for questions or concerns.
titleix@uwosh.edu or 920-424-0330. Website: <https://uwosh.edu/titleix>