

Stages of the Title VI Process

1

AN INCIDENT IS REPORTED

The Title VI Coordinator (TVIC) receives notice of alleged discrimination or harassment based on race, color, national origin (including shared ancestry or ethnic characteristics), or retaliation. Reports may be made by the impacted party or by any individual with knowledge of the conduct.

2

INITIAL ASSESSMENT & SUPPORTIVE MEASURES

The TVIC meets with the impacted party to discuss available supportive measures, explain the University's response process, and assess whether the reported conduct may create a hostile environment under Title VI. The TVIC also discusses available resolution options, including whether an investigation is appropriate based on the information available.

3

INVESTIGATION

When warranted, the University conducts a prompt, equitable, and impartial investigation. The investigator gathers relevant information, interviews parties and witnesses as appropriate, reviews available evidence, and prepares findings for the Title VI Cor designee to determine the next steps.

4

RESOLUTION THROUGH THE APPROPRIATE PROCESS

Following the investigation, the matter is referred to the appropriate institutional process. **Student Responding Party:** Referred to the Student Conduct process for adjudication and sanctions, if applicable. **Employee Responding Party:** Referred to Human Resources for review and appropriate action consistent with University policy.

5

OUTCOME

The University implements any appropriate remedies, sanctions, and ongoing supportive measures to address the effects of the conduct, prevent its recurrence, and restore or preserve equal access to University programs and activities.