



Title IX Sexual Harassment Policy Flowchart

<p>1: Prohibited Conduct Reported An act occurs which is reported to the Title IX Coordinator.</p>	<p><u>Who</u></p> <p>The Title IX Sexual Harassment Policy applies to all members of the Seton Hill University community (all students, faculty, staff, volunteers, etc.) as well as to individuals not directly affiliated with SHU (e.g., contractors, vendors, and visitors).</p>
	<p><u>What</u></p> <p>Title IX Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following:</p> <p>(1) A SHU employee conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct (also known as <i>quid pro quo</i>, such as a supervisor conditioning a promotion on a sexual favor);</p> <p>(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or</p> <p>(3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking.</p>
	<p><u>Where</u></p> <p>This Title IX Sexual Harassment Policy is utilized when Title IX Sexual Harassment in an education program or activity of SHU occurs against a person in the United States.</p>

<p>2: Supportive Measures and Resolution Options Offered If the conduct constitutes Title IX Sexual Harassment, then the Title IX Coordinator will offer Supportive Measures and will convey that the following resolution options are available:</p>	<p><u>1) File a Complaint with the Title IX Coordinator, and pursue Voluntary Informal Resolution (internal process)</u></p> <p>Examples may include</p> <ul style="list-style-type: none"> • Meeting informally with the Parties with the intent of bringing about resolution • Meeting privately with the Respondent and acting as intercessor • Separation of the Parties • Referral of the Parties to counseling programs • Conducting educational and/or training programs • Other remedial measures.
	<p><u>2) File a Complaint with the Title IX Coordinator, and pursue the Formal Complaint Process (internal process)</u></p> <ul style="list-style-type: none"> • Investigation • Report • Hearing • Appeals
	<p><u>3) Contact police and/or an attorney to press criminal charges (external process)</u></p> <ul style="list-style-type: none"> • This can be pursued in conjunction with an internal process.
	<p><u>4) No Additional Measures</u></p> <ul style="list-style-type: none"> • Even if a Complainant does not want to file a complaint, the report will still be logged for tracking purposes. <p><i>Note: In these cases, the Title IX Coordinator will inform the person that honoring the request may limit SHU’s ability to respond fully and that this Policy and the law prohibit retaliation. If the person still requests confidentiality, or that no investigation or disciplinary action be pursued, the Title IX Coordinator will determine whether or not SHU can honor such a request while still providing a safe and nondiscriminatory environment.</i></p>

3: Resolution Occurs
The applicable resolution process occurs.