COMPLAINT PROCESS FOR ADDRESSING ALLEGATIONS OF PROHIBITED CONDUCT

I. Introduction
St. Olaf College is committed to providing a safe and non-discriminatory environment for all students, staff, faculty and other members of our campus community. This Complaint Process provides the steps St. Olaf College will take to investigate and adjudicate allegations of Prohibited Conduct (i.e., sexual violence, sexual exploitation, sexual harassment, dating violence, domestic violence, stalking and retaliation). This Complaint Process also addresses the sanctions that will be imposed when it is determined more likely than not that Prohibited Conduct has occurred.

II. Fair Treatment of All Parties
The College seeks to ensure that all complainants and respondents involved in this Complaint Process are treated with dignity and respect. We strive to provide a process that is prompt, fair and impartial. With regard to complainants involved in this process, they should never be treated in a manner that suggests that they were at fault for, or that they should have done something different to avoid the reported Prohibited Conduct. If parties have any concerns about the manner in which they are being treated throughout the Complaint Process, they should immediately report such concerns to the Title IX Case Manager.

Complainants and respondents who participate in this Complaint Process can expect the following:

- Prompt and equitable resolution of allegations of Prohibited Conduct;
- Respect of their privacy in accordance with the Policy and any legal requirements;
- Freedom from retaliation for making a good faith report of Prohibited Conduct or for participating in this Complaint Process;
- The responsibility to refrain from retaliation directed against the other party or any other person for making a good faith report of Prohibited Conduct, for participating as a witness to this Complaint Process, or for participating in any proceeding under this Complaint Process;
- The responsibility to provide truthful information in connection with the investigation and adjudication under this Complaint Process;
- The opportunity to articulate concerns or issues about proceedings under this Complaint Process with the Title IX Case Manager;
- Timely notice of any meeting or proceeding relating to the Complaint Process at which the complainant or respondent will be in attendance, including any meetings with the investigator, the adjudication panel or other College officials;
- The opportunity to select an advisor of choice, including the right to have that advisor attend any meeting or proceeding at which the party’s presence is contemplated by this Complaint Process;
- Written notice of the general nature of the alleged Prohibited Conduct;
- The opportunity to challenge the investigator or any member of the adjudication panel for bias or conflict of interest;
- The opportunity to offer information, present evidence, and identify witnesses during an investigation;
- The opportunity to be heard, orally and/or in writing, as to the determination of a violation of this Policy and the imposition of any sanction(s);
- Timely and equal access to any information that will be used during proceedings and related meetings;
- Reasonable time to prepare any response contemplated by this Complaint Process;
• Written notice of any extension of timeframes for good cause; and
• Written notice of the determination of any proceedings, including the determination of a
  Policy violation, imposition of any sanction(s), and the rationale for each.

III. Conflicts
If a complainant or respondent has any concern that any individual acting for the college under
this Complaint Process has a conflict of interest, such concern should be reported to the Title IX
Case Manager no later than two (2) business days after receiving the notice of the identity of the
individual(s) assigned to the matter. The Title IX CORE Team will review the concerns and take
appropriate steps to ensure that no conflicts of interest exist on the part of anyone investigating
or resolving a complaint under this Complaint Process. If the Title IX Coordinator or Title IX Case
Manager has a conflict of interest with respect to a complaint, the College’s President or the
President’s designee shall appoint an alternate person to oversee adherence to this Policy with
respect to the complaint at issue. If the President is a party to the complaint or has a conflict of
interest with respect to a complaint, the Chair of the Board of Regents for the College shall
ensure that the College puts in place appropriate safeguards under the circumstances to ensure
that the College promptly and equitably responds to the complaint, including, but not limited to,
appointment of alternate individuals to oversee the Complaint Process.

IV. Non-Participation and Silence
A party to this complaint process may at any time decline to provide information or otherwise
participate in this Complaint Process. If a party decides not to participate, the College will
proceed with the process and make a determination based upon the information available.
Silence in response to an allegation will not necessarily be viewed as an admission of the
allegation, but may leave allegations unrefuted.

V. Timelines
Typically, the College will complete the investigation and adjudication process (finding and
sanction, if any) outlined below within sixty (60) calendar days. This timeframe may be extended
for good cause, which may exist if additional time is necessary to ensure the integrity and
completeness of the investigation, to comply with a request by external law enforcement for
temporary delay to gather evidence for a criminal investigation, to accommodate the availability
of witnesses, to account for College breaks or vacations, to account for complexities of a case,
including the number of witnesses and volume of information provided by the parties, or for
other legitimate reasons. In cases where extensions may be necessary, the Title IX Case Manager
will notify the parties. Extensions will be no longer than necessary. The complainant and
respondent will receive written notice of any extensions that will include the reasons for the
delay and the anticipated length of the delay.

VI. Reservation of Flexibility
The procedures set forth in this Complaint Process reflect the College’s desire to respond to
complaints in good faith and in a manner that promotes fairness, impartiality and prompt
resolution for all parties. The College recognizes that each case is unique and that circumstances
may arise which require the College reserve flexibility in responding to the particular
circumstances. Where it is not possible or practical to follow the procedures provided in the
Complaint Process, the College reserves the right to modify the procedure or to take other
administrative action as appropriate under the circumstances. In addition, the college reserves the
right to process complaints of sex discrimination or sexual harassment according to the Sexual
Misconduct Complaint Procedure where the allegations, while not involving sexual misconduct,
warrant treatment under the Sexual Misconduct Complaint Procedure under the circumstances.

VII. Initiation of the Complaint Process
The Complaint Process is generally initiated after an individual who reports having been subjected to Prohibited Conduct authorizes the College to proceed with this process. In rare circumstances the Complaint Process may be initiated by the College when the Title IX CORE Team determines that there are overriding risk factors that warrant moving forward with the Complaint Process in order to protect the safety of the St. Olaf community. Normally, the parties are provided written confirmation that the Complaint Process has been initiated. This notification will identify the general nature of Prohibited Conduct alleged to have occurred; the identities of the investigator/adjudicator and adjudication panel; the option to participate in informal resolution (if applicable); and other general information about the process. A complaint may be initiated by contacting the Title IX Coordinator, Title IX Case Manager, or any other member of the Title IX Team.

VIII. Advisor of Choice
The complainant and the respondent have the right to be assisted by an advisor of their choice as long as the advisor is not a potential witness in the case, and as long as the advisor observes the following guidelines:

- The purpose of the advisor is to support a complainant or respondent in the complaint process.
- Advisors may confer with their advisee, but they may not speak on behalf of their advisee or otherwise actively participate in the process.
- The advisor may accompany their advisee to all meetings relating to the Complaint Process, but may not appear in lieu of their advisor.
- While advisors may assist their advisee in drafting written communications to the college, they may not directly communicate with the investigator/adjudicator, witnesses (other than their own advisee), or adjudication pane.
- Advisors may not interrupt or otherwise delay the Complaint Process. The College reserves the right to move forward with its process in order to ensure a prompt completion of the process. The College will strive to accommodate advisors schedules; however, the process may need to move forward even if an advisor is unavailable.
- With the permission of their advisee, advisors will be provided access to the same investigation materials and evidence that is available to their advisee. This information frequently includes student records and other confidential and highly sensitive information. Advisor’s access to such information is conditioned upon their agreement to maintain the confidentiality of these records unless disclosure is legally authorized.
- Violations of confidentiality or other forms of interference with the complaint procedure by the advisor may result in disqualification of an advisor.

The College reserves the right to disclose information about the identity of one party’s advisor to the other party in the Complaint Process.

IX. Formal and Informal Resolution Options
When a complainant or the College chooses to move forward with the Complaint Process set forth in this Policy, there are two avenues for resolution of an alleged policy violation: formal and informal resolution. The Title IX Case Manager is available to explain the informal and formal resolution procedures. In addition, the Title IX Coordinator may directly refer a matter to other institutional disciplinary procedures when the type of behavior that is alleged to have occurred does not constitute Prohibited Conduct and the concerns raised by the report are better handled under another disciplinary procedure.

a. Formal Process
The Formal Process is used when:
A Complainant reports Prohibited Conduct and requests, at any time, that the College proceed with an investigation and adjudication under this Formal Process;

Attempts to resolve a reported incident of Prohibited Conduct through the Informal Process are unsuccessful, and in the Title IX Coordinator’s discretion, an investigation of the report of Prohibited Conduct is required; or

In reviewing the nature of the report of Prohibited Conduct, the Title IX CORE Team determines, based upon a review of the totality of the circumstances and guided by a consideration of the risk factors, that investigation of the reported conduct is necessary to ensure the health and safety of the complainant and/or other members of the St. Olaf community.

i. Investigation. Whenever the Formal Process is commenced, the Title IX Case Manager will designate an investigator to conduct a prompt, thorough, fair, and impartial investigation. In most instances the College will retain an experienced external investigator to conduct the investigation. All investigators will receive annual training on issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking, and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaningful opportunity to be heard, and protects the safety of Complainants and the College community while promoting accountability.

ii. Notice of Investigation. The Title IX Case Manager will notify the complainant and the respondent, in writing, of the commencement of an investigation. Such notice will include at least the following:

- The identity of the Complainant and the Respondent;
- The date, time (if known), location, and nature of the alleged Prohibited Conduct;
- The type(s) of Prohibited Conduct alleged to have occurred;
- The identity of the investigator;
- An explanation of the prohibition against retaliation;
- Instructions to the parties to preserve any potentially relevant evidence in any format;
- Information on how the parties may challenge participation by the investigator or the adjudication panel on the basis of bias or a conflict of interest; and
- A link to a copy of the Policy and this Complaint Process.

1. Investigation of Other Code of Conduct Violations. If a report of Prohibited Conduct also implicates other allegations of violations of the College’s Code of Conduct, the Title IX Coordinator will evaluate the allegations to determine whether the investigation of the Prohibited Conduct and the other alleged misconduct may be appropriately investigated together without unduly delaying the resolution of the report of Prohibited Conduct. Where the Title IX Coordinator determines that a single investigation is appropriate, the determination of responsibility for the violation other Code of Conduct policies will be evaluated under the applicable policy, but the investigation and resolution will be conducted in accordance with these Procedures.

iii. Presumption of Non-Responsibility and Impact of Non-Participation. The investigation is a neutral fact-gathering process. The respondent will be deemed
responsible only where the investigator and/or Adjudication Panel conclude that there is sufficient evidence, by a preponderance of the evidence, to support a finding that the respondent engaged in *Prohibited Conduct*. Neither party is required to participate in the investigation or any form of resolution under this Complaint Process, and the investigator will not draw any adverse inference from a decision by either of the parties not to participate.

iv. **Overview of Investigation.** During the investigation, the parties will have an equal opportunity to be heard, to submit information and corroborating evidence, to identify witnesses who may have relevant information, and to suggest questions that they believe should be directed by the investigator to the other party or to any witness. The investigator will notify and seek to meet separately with the complainant, the respondent, and third-party witnesses, and will gather other relevant and available evidence and information, including, without limitation, electronic or other records of communications between the parties or witnesses (via voice-mail, text message, email and social media sites), photographs (including those stored on computers and smartphones), and medical records (subject to the consent of the applicable party). Normally, interviews of the parties and witnesses will be audio recorded.

v. **Prior or Subsequent Conduct.** Prior or subsequent conduct of the respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of *Prohibited Conduct* by the respondent, either before or after the incident in question, regardless of whether there has been a prior finding of *Prohibited Conduct*, may be deemed relevant to the determination of responsibility for the *Prohibited Conduct* under investigation. The determination of relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar *Prohibited Conduct*. Such prior or subsequent conduct may subject the respondent to additional sanctions. The investigator will determine the relevance of this information and both parties will be informed if evidence of prior or subsequent conduct is deemed relevant.

vi. **Prior Sexual History.** The sexual history of a complainant or respondent will never be used to prove character or reputation. Moreover, evidence related to the prior sexual history of either of the parties is generally not relevant to the determination of whether *Prohibited Conduct* occurred and will be considered only in limited circumstances. For example, if the existence of *consent* is at issue, the sexual history between the parties may be relevant in understanding context and the manner and nature of communications between the parties, which could be relevant in determining whether *consent* was sought and given during the incident in question. However, even in the context of a prior sexual relationship, *consent* to one sexual act on one occasion does not constitute consent to another sexual act on a different occasion. The investigator will determine the relevance of evidence of prior sexual history.

vii. **Relevance of Evidence.** The investigator has the discretion to determine the relevance of any proffered evidence and to include or exclude certain types of evidence. Evidence that is determined to have been offered for an improper purpose, such as to embarrass or harass another party or witness, will not be considered by the investigator and could be grounds for an independent complaint of retaliation.
viii. **Expert Opinions.** When expertise on a topic is needed in order to achieve a fuller understanding of the issues under investigation, the investigator may consult medical, forensic, technological or other experts. Information and opinions from experts may be sought by the investigator or proffered by one of the parties. When expert opinion information is reviewed by the investigator the parties will be apprised of the information and provide an opportunity to submit additional expert information.

ix. **Close of Evidence Notice.** The College will strive to complete the investigation phase of the Formal Process within twenty five (25) calendar days. Prior to drafting a Preliminary Investigation Report, the investigator will inform the parties of the pending close of the investigation phase so that the parties will have an opportunity to submit any additional evidence and/or suggest additional witnesses to be interviewed. The opportunity to submit further evidence will close on the date identified by the investigator, and the parties will not be permitted to introduce additional evidence after that date absent extraordinary circumstances.

x. **Preliminary Investigation Report.** At the conclusion of the investigation, the investigator will prepare a Preliminary Investigation Report summarizing the information gathered and outlining the contested and uncontested information. The Preliminary Investigation Report will not include any findings. The complainant and the respondent will have an opportunity to review the Preliminary Investigation Report; meet with the investigator; and submit additional comments and information to the investigator. If the parties believe that there is a deficiency with the investigation (e.g., the investigator failed to interview a key witnesses or neglected to mention important evidence in the Preliminary Investigation Report), the parties may request the investigator to conduct further investigation. The investigator will determine whether further investigation is warranted. The investigator will designate a reasonable time for the review and response by the parties, not to exceed five (5) calendar days.

xi. **Final Investigation Report.** Unless the investigator identifies a deficiency with the investigation that requires further investigative steps by the investigator, the investigator will proceed with completing a Final Investigation Report. The Final Investigation Report will be completed within five (5) calendar days after receipt and consideration of any additional comments, questions and/or information submitted by the parties during the designated review and response to the Preliminary Investigation Report. The Final Investigation Report will include a notice of determination as to whether there is sufficient evidence, by a preponderance of the evidence, to support a finding that the respondent engaged in Prohibited Conduct. In reaching this finding, the investigator may consult with St. Olaf’s General Counsel. The investigator will deliver the Final Investigation Report to the Title IX Case Manager. The Title IX Case Manager will notify both parties, simultaneously, that the Final Investigation Report is complete and available for review.

xii. **Adjudication Panel Review.** The Adjudication Panel is comprised of the College’s Vice President for Student Life and the Associate Dean of Students and Director of Residence Life. In cases where either or both officials are unavailable, or there is a substantiated concern raised about potential bias or conflict of interest, the Title IX Coordinator will appoint substitution Adjudication Panel members. Adjudication Panel members will receive annual training on issues related to sexual and gender-
based harassment, sexual assault, dating violence, domestic violence, and stalking, and on how to conduct a fair and impartial adjudication.

xiii. Appeal of Investigator’s Decision. Either or both parties may contest the investigator’s decision in the Final Investigation Report and appeal it before the Adjudication Panel. If the investigator determines that there is insufficient evidence, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, and this determination is not appealed, the matter will be closed. If the investigator determines that there is sufficient evidence, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, and neither party appeals this determination, the matter will be referred to the Adjudication Panel solely to determine the issue of sanctions.

If either or both parties choose to appeal the decision of the investigator before the Adjudication Panel, the appealing party must submit a letter of appeal to the Title IX Case Manager within five (5) calendar days of receipt of Final Investigation Report. The letter of appeal should state the grounds for appeal. The non-appealing party will have an opportunity to review and respond to the letter of appeal. A non-appealing party’s response to an appeal must be received within five (5) calendar days of notice of the appeal letter. The Title IX Case Manager will provide the Final Investigation Report, together with any statements submitted by the parties, to the Review Panel for review of the appeal.

If either of the parties appeal the investigator’s determination in the Final Investigation Report, the Review Panel will review the appeal to determine whether the decision was clearly erroneous. Appealing the determination to the Adjudication Panel is not an opportunity to start over with a new investigation. The investigator’s decision will not be changed unless there is evidence that the investigator committed a clear error of judgment in reviewing the facts and reaching a conclusion, and that no reasonable investigator reviewing the evidence made available during the investigation could have made the same conclusion the investigator reached.

In reviewing any appeal, the Adjudication Panel has the ability to affirm the investigator’s decision, overturn the investigator’s decision, or remand the matter for further investigation and adjudication.

xiv. Process for Determining Sanctions. Where there is a finding of responsibility on one or more of the allegations, both parties may submit a statement to the Title IX Case Manager for consideration by the Adjudication Panel in determining an appropriate sanction. The complainant may submit a written statement describing the impact of the Prohibited Conduct on the complainant and expressing a preference about the sanctions to be imposed. The respondent may submit a written statement explaining any factors that the respondent believes should mitigate or otherwise be considered in determining the sanctions(s) imposed. If either or both of the parties decides to submit a statement, it must be received by the Title IX Case Manager no later than seven (7) business days following the party’s receipt of the Final Investigation Report. The Title IX Case Manager will ensure that each of the parties has an opportunity to review any statement submitted by the other party. The Title IX Case Manager will provide any statement(s) with the Final Investigation Report to the Adjudication Panel.
Either or both parties may also request the opportunity to meet with the Adjudication Panel to discuss how the Adjudication Panel should address the issue of sanctions. If both parties are interested in attending such a meeting with the Adjudication Panel, the meeting will be arranged in a manner that will permit the parties to participate and respond to each other’s statements while maintaining no direct contact between them.

The Adjudication Panel’s review of any appeal and any determination on sanctions will normally be completed within fifteen (15) calendar days after receipt of the investigator’s Final Investigation Report.

xv. **Sanctions.** Where there is a finding of responsibility, the Adjudication Panel are responsible for determining appropriate sanctions. Sanctions imposed upon student respondents may include a variety of institutional responses or requirements, including, but not limited to, the following: warning, removal from campus housing, not being allowed to represent the college in volunteer or paid work, restitution, required attendance at educational programs, required assessment or counseling, restriction of privileges, probation, suspension (usually at a minimum the greater of either 1 year or the remaining amount of time the complainant will remain a student at the College), and/or expulsion, and any other sanctions listed in the Code of Student Conduct or deemed appropriate under the circumstances.

Appropriate sanctions for staff or faculty members deemed to have violated the Policy include, but are not limited to a disciplinary warning, unpaid suspensions, suspension of promotion and salary increments, loss of prospective benefits, major fines, reduction in salary, suspension from service, suspension or withdrawal of privileges, demotion and/or termination of employment, or any other available sanctions as specified by the St. Olaf Faculty Manual, Faculty Handbook, or Staff Handbook. If the Adjudication Panel determines that it is more likely than not that a faculty member has violated this Policy and that dismissal may be an appropriate sanction, the matter will be referred to the President, or the President’s designee, for appropriate process and decision, which shall be determined and administered in a manner consistent with the Faculty Manual. In such cases, dismissal for cause may only be effectuated in accordance with Faculty Manual Section XIX Dismissal Procedures, including use of the clear and convincing evidence standard. The adjudicator(s) or the adjudicator’s designee may impose appropriate sanctions short of dismissal, in a manner consistent with the Faculty Manual and Faculty Handbook.

The Policy prohibits a broad range of conduct, all of which is serious in nature. The propriety of any particular sanction is reviewed on an individual basis based on the unique facts and circumstances as found by the Adjudication Panel. In keeping with the College’s commitment to foster an environment that is safe, inclusive, and free of Prohibited Conduct, the Complaint Process provides the Adjudication Panel with wide latitude in the imposition of sanctions tailored to circumstances of each unique matter.

The imposition of sanctions is designed to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects, while supporting the College’s educational mission and legal obligations. In determining the appropriate sanctions, the Adjudication Panel will be guided by a number of considerations, including:
The severity, persistence or pervasiveness of the Prohibited Conduct;
Whether the Prohibited Conduct included violence;
The impact of the Prohibited Conduct on the complainant;
The impact or implications of the Prohibited Conduct within the St. Olaf community;
Prior misconduct by the respondent, including the respondent’s relevant prior disciplinary history, at St. Olaf or elsewhere, and any criminal convictions;
Whether the respondent has accepted responsibility for the Prohibited Conduct;
The maintenance of a safe, nondiscriminatory and respectful environment conducive to learning; and
Any other mitigating, aggravating, or compelling factors.

Sanctions are effective immediately, unless otherwise specified by the Adjudication Panel.

xvi. Notice of Determination. The Review Panel Chair will simultaneously promptly issue a written Notice of Determination that will be simultaneously sent to both the complainant and the respondent, with a copy to the Title IX Coordinator and Title IX Case Manager within three (3) calendar days following the Adjudication Panel’s review. The Notice of Determination will set forth the violation(s) of the Policy for which the respondent was found responsible or not responsible, as supported by the rationale set forth in the Final Investigation Report and/or as modified by any appeal determination by the Adjudication Panel; the sanctions (if applicable) imposed against the respondent; and the rationale for any sanctions imposed. The Notice of Determination may also identify protective measures implemented with respect to the Respondent or the broader College community. The Notice of Determination sent to the respondent will not disclose any remedial measures offered to the complainant. The decision of the Review Panel is final, without further recourse or appeal by either party.

b. Informal Resolution Process. The Complainant may seek Informal Resolution in place of an investigation and Formal Resolution. The College maintains the discretion to determine whether the nature of the reported conduct is appropriate for Informal Resolution, to determine the type of Informal Resolution that may be appropriate in a specific case, and, to refer a report for Formal Resolution at any time. In addition, Informal Resolution may not be available where the Adjudication Panel has determined that one or more of the risk factors listed in the Policy warrants use of the Formal Process. Informal Resolution that involves face-to-face meetings between the complainant and the respondent, such as mediation, are not available in cases involving sexual assault.

Participation in Informal Resolution is completely voluntary. The College will not require a complainant or respondent to engage in Informal Resolution, will not compel a complainant to directly confront the respondent, and will allow a complainant or respondent to withdraw from Informal Resolution at any time. The College may decline the request for Informal Resolution in any particular case and may terminate an ongoing Informal Resolution process at any time.
Pursuing Informal Resolution does not preclude later use of Formal Resolution if the Informal Resolution fails to achieve a resolution acceptable to the parties and the College. Where the complainant or the respondent withdraws from Informal Resolution or Informal Resolution is otherwise terminated for any reason, any statements or disclosures made by the parties during the course of the Informal Resolution may be considered in a subsequent investigation and Formal Resolution.

Each party has the right to choose and consult with an advisor during an Informal Resolution process. The advisor may be any person, including an attorney, who is not otherwise a party or witness to the reported incident. The parties may be accompanied by their respective advisors at any meeting or proceeding held as part of Informal Resolution. While the advisors may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties or otherwise participate in or disrupt the process.

In pursuing informal resolution, the parties may seek assistance in informally resolving a report of Prohibited Conduct from the Title IX Case Manager, who can arrange to have a trained representative facilitate a meeting or meetings between the parties. The agreement to participate in Informal Resolution, and any resolution reached is subject to the agreement of the Title IX Coordinator, the complainant and the respondent. The Title IX Case Manager will maintain records of all reports and conduct referred for Informal Resolution, which typically will be completed within thirty (30) calendar days.

c. Process for Complaints Involving Parties Who are Not St. Olaf Students or Employees.
When the College receives a complaint involving allegations of Prohibited Conduct by a third party (an individual who is not a student, faculty, or staff member), the Title IX CORE Team may exercise discretion to determine an alternative investigative and adjudication process that is deemed more appropriate based on the facts and circumstances of the matter. The Title IX Case Manager will document any report received, the process used, and the outcome. If it is determined that it is more likely than not that a third party violated this Policy, appropriate sanction(s) may include but are not limited to: conditions upon presence on campus or at college events, no trespass and no contact orders, or other steps deemed necessary to protect the complainant and the campus community. The College will notify the parties of the outcome of the complaint. Any party with concerns about the process or outcome should consult with the Title IX Coordinator.