In the vast majority of cases, the college will honor a Reporting Party's decision as to whether and when to initiate a Resolution Process. The rare exceptions are cases where the alleged incident may signal a significant safety risk to the Reporting Party and/or other members of the St. Olaf community. Examples include allegations involving use of a weapon, multiple offenders, repeat offenses, the use of date rape drugs, or behavior involving multiple types of Prohibited Conduct (see the College's Policy for additional examples). Such cases are rare. In the vast majority of cases, the college will honor a Reporting Party's decision as to whether and when to initiate a Resolution Process.

A member of the Title IX Team receives a report of sexual misconduct or harassment.

Title IX Case Manager is notified and reaches out to Reporting Party; Reporting Party meets with Case Manager to discuss options.

- Case Manager discusses potential academic, residential, and other accommodations, and facilitates access to interim protective measures.
- Case Manager explains and encourages reporting to law enforcement and offers assistance in doing so.
- Case Manager discusses College's Resolution Process options and asks Reporting Party if they consent to participate in one of these options.
- Case Manager discusses on- and off-campus support services available and assists with access.
- Case Manager explains and encourages reporting to law enforcement and offers assistance in doing so.

If Reporting Party consents to participate in a resolution process, explore whether informal resolution is appropriate.

If Reporting Party declines any resolution, no further action is taken unless the Title IX CORE Team determines that there is an overriding safety concern.*

If (1) the allegations are not appropriate for Informal Resolution, (2) the parties do not agree to Informal Resolution, or (3) the Informal Resolution process does not result in resolution, the college will begin the Formal Resolution process [see Formal Resolution Process: Investigation Phase flowchart].

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