CAL STATE LA **FORMAL RESOLUTION PROCESS** CSU NONDISCRIMINATION POLICY

HEARING PROCESS

COMPLAINT

A Complaint is an expressed request for an investigation by the Complainant or the Title IX Coordinator/DHR Administrator.

NOTICE OF INVESTIGATION (NOI)

Within 10 working days of receiving the Complaint, the NOI will be issued to both Parties. It will outline the allegations, potential policy violations, investigation process, and rights of both Parties.

INVESTIGATION PROCESS

Both Parties may participate in interviews and share relevant information, including potential witnesses and/or emails, text messages, police reports, medical documentation.

PRELIMINARY INVESTIGATION REPORT (PIR)

Both Parties may review and respond to the PIR and evidence.

FINAL INVESTIGATION REPORT (FIR)

Within 100 working days of the NOI, the FIR will be issued to both Parties. It will provide only a summary of the relevant facts and will not include findings.

HEARING PROCESS*

Hearings are typically held via Zoom. Parties may question the other Party and witnesses through their Advisor (Track 1) or directly through the Hearing Officer (Track 2).

The Hearing Officer will issue a written decision that includes findings and, if appropriate, sanctions.

APPEAL PROCESS

Either Party may appeal the findings or sanctions on limited grounds.

**A hearing will be provided when: (1) The investigation is conducted under Track 1 - Federal Mandated Hearing Process or (2) when the complaint is against a student and involves allegations of Sexual Harassment, Sexual Misconduct, Dating Violence, Domestic Violence, Sexual Exploitation, or Stalking (also known as Track 2).*

NON-HEARING PROCESS

COMPLAINT

A Complaint is an expressed request for an investigation by the Complainant or the Title IX Coordinator/DHR Administrator.

NOTICE OF INVESTIGATION (NOI)

Within 10 working days of receiving the Complaint, the NOI will be issued to both Parties. It will outline the allegations, potential policy violations, investigation process, and rights of both Parties.

INVESTIGATION PROCESS

Both Parties may participate in interviews and share relevant information, including potential witnesses and/or emails, text messages, police reports, medical documentation.

PRELIMINARY INVESTIGATION REPORT (PIR)

Both Parties may review and respond to the PIR and evidence.

FINAL INVESTIGATION REPORT (FIR)

Within 100 working days of the NOI, the FIR will be issued to both Parties with the findings.

If responsibility is found, the **Office of Civil Rights and Title IX** will forward the FIR to the appropriate department for discipline or sanctions.

APPEAL PROCESS

For Complaints of Sexual Harassment, Sexual Misconduct, Sexual Exploitation, Dating or Domestic Violence, or Stalking, either Party may appeal.

For Complaints of Discrimination, Harassment, Prohibited Consensual Relationships, or Retaliation, only the non-prevailing Party may appeal.

COMMUNICATION & SUPPORT

The **Office of Civil Rights and Title IX** provides Supportive Measures to both Parties and monthly status updates throughout the process. Parties may have an Advisor of their choice and request disability-related accommodations. See the Nondiscrimination Policy for details.