Duluth Campus Procedures for Sexual Misconduct

1. Incident occurs

2. Report submitted by student/staff/faculty

3. AND/OR

4. Police report sent to OSCCR

OSCCR contacts complainant (survivor) via UMD e-mail. A follow-up contact is made via cell phone, or, if no cell phone number is on file, via UMD e-mail again. Topics in the box to the right are addressed.

OSCCR offers: 1) Resource referrals (both on and off campus); 2) the option to request on campus accommodations at WRAC, 3) the option to invoke both/or a police and/or University investigation.

If no investigation is desired by the Complainant, generally no further action occurs except in rare cases.

When a complainant requests a University investigation, OSCCR contacts EOAA which initiates investigation procedures. A no-contact order is put in place. Both parties are notified about investigation procedures and data privacy.

The EOAA investigator interviews both parties and relevant witnesses. Both parties are invited to submit supporting documentation to the investigator & to identify witnesses. The investigator shares a copy of their written statement of the relevant evidence that has been gathered by EOAA with both parties & invites them to provide additional information.

The EOAA investigator forwards a report containing initial findings to Student Conduct & Conflict Resolution.

OSCCR meets with both parties to share the initial findings reached by EOAA. If EOAA has found the student responsible for violating the Administrative Policy Sexual Harassment, Sexual Assault, Stalking and Relationship Violence, OSCCR issues a charge letter to the Respondent and an informal resolution is offered to both parties. If EOAA has not found the student responsible for violating the Administrative policy Sexual Harassment, Sexual Assault, Stalking and Relationship Violence policy, this is communicated to both parties. If either party is not satisfied with initial findings or informal resolution, they may request a formal hearing.

Formal Hearing occurs

Informal Resolution Offered

Respondent found in violation — sanctions issued

Either party may appeal

Either party may appeal

Case ends

Case ends

Respondent not found in violation

One or both parties reject informal resolution

Both parties accept informal resolution

Either party may appeal

Either party may appeal

Case ends

Case ends

Respondent found in violation

Either party may appeal

Case ends