OLIN COLLEGE SEXUAL MISCONDUCT AND TITLE IX REPORTING PROCESS FLOWCHART

Olin College’s Sexual Misconduct Policy was developed to reaffirm the values of our community and to provide transparency about Olin’s sexual misconduct adjudication processes. It is meant to prevent and respond to incidents of Sexual Misconduct.

The Policy applies to students, staff, and faculty. The process described is a non-legal process that is meant to provide support and resources to individuals involved, to implement appropriate supportive measures, and to determine whether a college community member is responsible for violating the Policy.

This flow chart is meant to provide a general overview of supportive and grievance process options. Note that each situation is unique and the specific path taken will vary depending on the circumstances of each particular situation. For detailed information about the Sexual Misconduct Policy, the specific terms of which control over the summary provided here, go to https://www.olin.edu/student-life/sexual-misconduct-title-ix.

Who’s Who and What’s What?
The Title IX Coordinator (TIXC) is an employee of Olin (Boulene Prayett is the current interim TIXC) trained to implement the Sexual Misconduct policy. They are available to provide resources to Complainants and Respondents, work with Complainants and Respondents to navigate the Sexual Misconduct Policy & their options for support and resolution & oversee implementation of the Title IX process.

The Confidential Resource Provider (CRP) is an employee of the college who is not a Mandatory Reporter, and who is available to provide resources on a confidential basis to Complainants. The current CRP is Dr. Jonathan Adler.

A Complainant is an individual who reports that they have experienced conduct that may have violated Olin’s Sexual Misconduct Policy.

A Respondent is an individual who is reported to have violated Olin’s Sexual Misconduct Policy.

Parties is a way to refer to the Complainant and Respondent collectively.

A Reporting Party is an individual, who has not experienced but is aware of conduct that may have violated Olin’s Sexual Misconduct Policy, and who may file a report under the Policy.

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or Respondent, before or after the filing of a formal complaint, or where no formal complaint has been filed. Supportive measures may include counseling, extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The college will maintain as confidential any supportive measures provided to a Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the college to provide the supportive measures.

A Mandatory Reporter is an employee of the college who is required to report potential Policy violations that they have observed or had reported to them. A list of Olin’s Mandatory Reporters can be found at: https://www.olin.edu/student-life/sexual-misconduct-title-ix.

EthicsPoint (EP) is a confidential reporting tool system that stores reports of Sexual Misconduct and that Complainants can submit reports through. It allows the TIXC to send messages to known or anonymous Complainants.

Note: The Dean of the College (DoC), in the case of student involvement, may work closely with the TIXC and CRP to implement supportive measures and sanctions. If the case of employee-involved incidents Human Resources (HR) may be involved.

REPORTING PROCESS

A report of Sexual Misconduct is made to the TIXC (in person or via EthicsPoint)

If there appears to be a present safety risk to an individual or the community, additional supportive measures (including No Contact Orders or no weapon orders for student) may be implemented by TIXC, DoC, or HR.

You can also talk with the Confidential Resource Provider (CRP) about the Sexual Misconduct. Talking to the CRP does not prevent you from talking to the TIXC later.

Does the Complainant file a Formal Complaint?

Yes

A Notice of Allegations is sent to both parties (Complainant and Respondent) describing the nature of the allegations and rights during the Grievance Process.

TIXC meets with Respondent and share the complaint and provide supportive measures and information about the Sexual Misconduct policy.

A Formal Complaint is filed and the Grievance Process starts.

No

TIXC offers supportive measures including on- and off-campus resources to the Complainant via EP or email. TIXC explains other options including reporting the incident to law enforcement.

Is identity of Complainant known?

Yes

TIXC meets with Complainant/Reporting Party to obtain details of the incident, provide supportive measures and explain options.

Does the Complainant file a Formal Complaint?

Yes

A Grievance Hearing is conducted by a Hearing Officer.

No

A Notice of Allegations is sent to both parties (Complainant and Respondent) describing the nature of the allegations and rights during the Grievance Process.

TIXC meets with Respondent and share the complaint and provide supportive measures and information about the Sexual Misconduct policy.

A Formal Complaint is filed and the Grievance Process starts.

No

Investigator conducts investigation and provides TIXC, Complainant, and Respondent with investigation report.

GRIEVANCE PROCESS

Both parties agree to informal resolution?

Yes

Initial Event

Process / Event

Choice Point

Outcome

Additional Information

GO

If both parties agree to Complainant/Reporting Party to obtain details of the incident, provide supportive measures and explain options.

InFORMal Resolution Process is successful. Both parties agree about the outcomes, sign the written agreement drafted by the Facilitator. Matter is closed.

Investigator conducts investigation and provides TIXC, Complainant, and Respondent with investigation report.

InFORMal Resolution Process is not successful or either party declines to participate further in the Informal Resolution Process. An Investigation is initiated by an external Investigator.

Investigator conducts investigation and provides TIXC, Complainant, and Respondent with investigation report.

Informal Resolution Process

A Grievance Hearing is conducted by a Hearing Officer.

Informeal Resolution Process

TIXC offers supportive measures including on- and off-campus resources to the Complainant via EP or email. TIXC explains other options including reporting the incident to law enforcement.

Is the event reported potentially Sexual Misconduct?

Yes

Investigator conducts investigation and provides TIXC, Complainant, and Respondent with investigation report.

Informal Resolution Process

Matter is closed.

Investigator conducts investigation and provides TIXC, Complainant, and Respondent with investigation report.

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Investigator determines sanctions and is responsible for violations of the Sexual Misconduct policy.

If one or both parties decline to participate in the Informal Resolution Process, an Investigation is initiated with an external investigator.

Investigator determines sanctions and is responsible for violations of the Sexual Misconduct policy.

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Initial Event

Process / Event

Choice Point

Outcome

Additional Information

GO

If one or both parties decline to participate in the Informal Resolution Process, an Investigation is initiated with an external investigator.

InFORMal Resolution Process

Matter is closed.

Investigator determines sanctions and is responsible for violations of the Sexual Misconduct policy.

Informal Resolution Process

Matter is closed.

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Improved Resolution Process

Matter is closed.

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