



TITLE IX RESOLUTION FLOWCHART

The SFBU Title IX and Equity Office is dedicated to protecting the safety of our community and facilitating a transparent, thorough, fair, and impartial process for resolving complaints. This office provides resources, support, and information to all community members impacted by discrimination, harassment or retaliation, which includes sexual harassment. The Title IX office also provides education and training to raise awareness and reduce the incidence of discrimination, harassment or retaliation in our community.

and retaliation based on sex (which including Sexual Harassment, Sexual Misconduct, Sexual Exploitation, Dating and Domestic Violence, Stalking), and any other protected characteristics.

REPORT RECEIVED BY THE TITLE IX & EQUITY OFFICE

Whether directly from the Complainant or from another individual



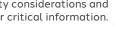
Explain the Complainant's rights and resolution options; Offer supportive measures

(e.g., medical treatment, counseling, academic support, housing accommodations, No Contact Order).

Explain the distinction between help identify personal support systems;

Inform the Complainant of their right to report, or decline to report to law enforcement

Learn the Complainant's preferences on next steps. The Office will take all reasonable steps to honor a Complainant's preferences, while also takina into account safety considerations and other critical information.



WHAT DO YOU WANT TO DO NEXT?



INFORMAL RESOLUTION

You are interested in working with the Title IX & Equity Office but I don't want an investigation or hearing.

Informal Resolution is a remedies-based process without an investigation, hearing, or appeal. The outcome focuses on the harm caused to the Complainant and may include agreement by the Respondent to participate in appropriate and reasonable remedies



FORMAL RESOLUTION

You want to proceed with Title IX & Equity Office's investigation process.

The Investigator will interview both Parties. Both Parties can have an advisor of their choice present. The Investigator will interview any relevant witnesses identified by the Parties, collect evidence, and write an investigation report.

For complaints of prohibited conducts that do not involve Sexual Harassment**, the Investigator will decide the outcome. Cases that meet these criteria do not proceed to a



NO INVESTIGATION

You don't want the Title IX & Equity Office to take action, and just simply looking for support and/or to register a

If the Complainant does not want to pursue any action, no investigation or informal resolution will proceed.* Supportive resources and measures are still available.

*In cases which suggest an imminent threat to the physical safety of the community, Title IX Office may pursue further investigation. These rare circumstances may include significant violence, use (or threat of use) of a weapon; repeated allegations against the same individual; multiple individuals participating in the incident; and/or the victim is a minor.



HEARING

Only applies to complaints that involves Sexual Harassment* In these cases, the Investigator does not decide the outcome. After the investigation, SFBU will hold a Hearing before a separate decision maker ("the Hearing Officer"). At the Hearing, the Parties will be asked relevant questions by the Hearing Officer. Each Party may also submit written questions for the other Party and witnesses. After the hearing, the Hearing Officer will decide the outcome.



APPEAL

A Complainant or Respondent may appeal the decision of the Adjudicator or Investigator.



THE TITLE IX & EQUITY OFFICE

Location: Student Success Hub - Room 10 Email: t9-equity@sfbu.edu
Call/text: (510) 803-7328 Ext. 227



For a confidential discussion on resolution options, you may contact the Campus Licensed Therapist at (510) 803-7328 Ext. 207 or email: beth.tsang@sfbu.edu.

In the event of an emergency, call 911 or ctang@fremont.gov Fremont Police Department at (510) 790-6865

**This includes: Sexual Harassment and other Harassment on the basis of Sex or Gender, including Gender Expression, Gender Identity, Pregnancy or related conditions, Sex Stereotypes, Sex Characteristics, or Sexual Orientation, including: (1) Hostile environment or Quid Pro Quo Harassment; (2) Dating Violence, Domes; and (3) Sexual Misconduct.